Point of View By Herbert J. Gans

NE OF THE WAYS that America and its policy makers avoid dealing with poverty is to label some of the poor as morally deficient or undeserving, and therefore not worthy of help. This line of reasoning presumes that everyone can rise out of poverty and become middle class (there being lots of well-paying jobs for them) if they only make the This is ironic, since most poor

people want to be as middle class as everyone else and wish that their efforts enabled them to escape poverty. This is also true of the minority of poor people who drop out of school: do not work; become unmarried mothers; engage in mugging, robbery, or other criminal activities; or wind up as alcoholics or drug addicts. Most people who behave in such ways do so primarily for pover-

ty-related reasons stemming from a sheer lack of resources and the stresses of coping with poverty.

Crime is immoral, whether carried out by the poor or by Wall Street millionaires, but no one has ever supplied data showing that the poor are, as a class, less moral than the middle class or the rich. (The news media currently are filled with stories of rising middleclass unemployment, but no one ever suggests that the middle-class jobless are lazy.)

Labeling the poor as undeserving does nothing to reduce poverty or poverty-related behavior, including the crime rate. While there are continuing scholarlyand ideological-debates about the interplay of different economic, social, cultural, and psychological factors that contribute to keeping people poor, consensus is fairly widespread that only when the poor lose the struggle to escape poverty do they give up mainstream behavior. For example, a major reason for the formation of single-parent families among the poor is the high rate of male unemployment, which makes poor men-of any color-bad marital risks.

Social scientists have played a part in labeling the poor as lazy and undeserving. Their predecessors in medieval times and the early industrial period helped to invent, codify, and apply various conceptions of undeservingness to the poor, and today social-science concepts are still being used in harmful ways.

In the 1950's, the anthropologist Oscar Lewis developed the concept of the "culture of poverty," which claimed that some of the poor belonged to a special culture, passed on from generation to generation, that adapted them so well to poverty that they did not even want to try to escape it. Policy makers in the 1960's used Lewis's thesis to argue that the poor were culturally disadvantaged and to justify their claim that lowincome people needed cultural uplift before they could make proper use of jobs and higher incomes.

The current conceptual equivalent to Lewis's culture of poverty is the term "the underclass." Gunnar Myrdal, the famous Swedish political economist, first used this term in 1962 as an economic concept, to describe the people who he thought were being made unemployable by what we now call the post-industrial economy. Myrdal said nothing about the race or gender of his underclass; he was writing about economic victims.

Myrdal's concept never made it into policy-making



Fighting the Biases Embedded in Social Concepts of the Poor

circles and also was virtually ignored by academics when it was first published. Then, in the late 1970's, the word surfaced again-in the news media and with a totally new meaning—as a behavioral concept that described poor people whose actions violated the law or did not fit mainstream values. Underclass had become the latest label for the undeserving poor, and it continues to be used that way today.

Underclass is a particularly nasty label, however. Earlier terms such as pauper, vagrant, and tramp were openly pejorative, but underclass is a technical-sounding word that hides its pejorative meaning. Moreover, once people are labeled as underclass, they are often treated accordingly. Teachers decide that they cannot learn, the police and the courts think that they must be incorrigible, and welfare agencies feel justified in administering harsh policies. Such treatment sets in motion the self-fulfilling prophecy: If the poor are treated like an underclass, their ability to escape poverty is blocked further. In addition, the term is turning into a racial code word, since by now it is increasingly applied solely to blacks. The public expression of racial prejudice being no longer respectable, underclass becomes an acceptable euphemism.

OURNALISTS played the main role in transforming the meaning of Myrdal's concept, and if any publications were central, they were a series of 1981 articles by Ken Auletta in The New Yorker and his 1982 book, The Underclass. However, by then the term had already appeared on a 1977 Time magazine cover and was being used by other popular media; if Auletta had not made it famous, someone else would have done so. Writers for the commercial media have to use words that will grab their audiences, and underclass graphically lumps together, into one scientificpromiscuous young blacks (and Hispanics) whom the white population fears and disapproves of.

In the late 1970's, social scientists finally had begun to use the term as Myrdal had, as an economic concept. Subsequently, William J. Wilson elaborated the term as a sociological concept, looking in The Truly Disadvantaged (1987) at the way social changes such as the increasing concentration of the very poor in the inner cities had exacerbated the economic problems of poy-

erty. But other scholars, particularly those of conservative or non-political bents, stayed with the behavioral

By the mid-1980's, the term underclass had become so popular in scholarly circles that-either in its Myrdal form, in its Wilson form, or in its behavioral version—social scientists, like journalists, began using the term to grab their audiences, for example, by using the term in the titles of journal articles. Some foundation officials found the word helpful with boards of trustees who had been rejuctant to finance research on poverty but who became enthusiastic when it was called research on the underclass. In fact, the anthropologist Mercer Sullivan once described underclass as basically a marketing term.

Social scientists have the same right as anyone else to use marketing terms. They are also free to use pejorative concepts. but if they intend to be judgmental, I wish that they would be so openly-and talk about the undeserving poor rather than hide behind euphemisms. In their role as scientists, however, they should be especially sensitive to the biases and unexamined assumptions that too often wander into scientific concepts. They should try especially hard to frame concepts and hypotheses that make no overt a priori value judgments about what or whom they analyze.

Equally important, I wish that social scientists would decrease their study of the victims of poverty and devote more research to its causes-the economic, political, and other processes by which America has developed by far the highest rate of poverty in the "first world" of highly developed nations.

NCE social scientists have done their scholarly duty, they have the right to preach the same duty to others, including journalists. The media now regularly consult social scientists as experts and their quotes are used to give a scientific imprimatur to all kinds of news stories. Thus when they are being consulted, I think social scientists have a right to suggest that journalists be more thoughtful about the definitions that they use, that they supply supporting evidence if they want to write about the moral condition of the poor, and that they do more exposés on the myth of the undeserving poor.

In the end, the real evil is poverty. Less bias and more thoughtfulness in the choice of concepts and topics will help a little, but only a little. The simple fact that young middle-class men do not mug people-and that some poor men do-carries a potent message. The only really effective solution to poverty-related behavior is the elimination of poverty itself. Scholars must use their insights and their research to cut through ideological obstacles and focus the attention of the general public and policy makers on achieving this goal.

Herbert J. Gans is professor of sociology at Columbia University and the author, most recently, of People, Plans and Policies: Essays on Poverty, Racism and Other National Urban Problems (Columbia University Press, 1991). He is a past president of the American Sociological Association.

Quote, Unquote

Never mind that the criticisms have been implausible. We in the profession have been inept in explaining to the public what we are doing."

speaker at the annual meeting of Modern Language Association: A9

Maybe a generation of women who perhaps aren't as bitter and don't have an ax to grind will bring more vitality and humor and *joie de vivre*, and we'll get a whole new kind of

women's studies." Christina Hoff Sommers, on the state of women's studies: A18

"Membership in the Klan, as despicable as it may be, is really only a subterfuge for liberal opposition to David Duke. What errifles the liberals is not the Klan, but the message Duke is carrying." A recent appointee to the Education Dept.'s national accreditation panel. in a newspaper column: A27

"Congress plays disease-of-themonth, shifting funds from agency to agency. It's difficult for long-term planning under those

A chemistry professor: A26

"I had chills when I read about City College." director of student activities: A33

"This is a very significant step forward toward more actively communicating to athletes and parents and schools the kind of work that will prepare student-athletes to get college degrees." ileed of the presidents' commiss on the NCAA's reform package: A35

"You have to have money or connections—the process is very ugly.' Chinese student at Rutgers, on eaving China to study abroad: A38

SECTION 1

PAGES A1-48 Athletics Business & Philanthropy A41 A26-32 nformation Technology A20-25 A38-40 ersonal & Professional A16-19 cholership A8-15 SECTION 2 PAGES B1-72 **Builetin Board** 88-71 Opinion, Letters, Architecture B1-7

Black-College Presidents Plan a 'Summit' Amid Displeasure With Lobbying Group

THE CHRONICLE

of Higher Education.

A group of black-college presidents is planning a "summit" meeting with all of their colleagues to set a new agenda for historically black institutions.

Organizers say the institutions lack an agenda for dealing with the federal government as well as with businesses and foundations, and need to establish new priorities and positions.

The organizers are trying to set up the meeting in the next month or so, in the hope that it can influence Congressional deliberations on the reauthorization of the Higher Education Act.

The meeting would come amid growing criticism of the National Association for Equal Opportunity in Higher Education, the primary lobbying group for black colleges. Critics say the association has failed to be an effective advocate for its mem-

'Nature Abhors a Vacuum'

Robert L. Albright, president of Johnson C. Smith University and one of the organizers of the summit, said the meeting would not be "anti-NAFEO," but he acknowledged that it would deal with many issues that could have been addressed by the association.

Mr. Albright said that since NAFEO was not helping to set an agenda, this meeting was necessary. "Nature abhors a vacuum," he said.

The other presidents organizing the meeting are: Johnetta B. Cole of Spelman



Robert L. Albright, president of Johnson C. Smith U.: Black colleges should be "much more aggressive" on a proposal to make Pell Grants an entitlement.

College, Edward B. Fort of North Carolina A&T University, Norman C. Francis of Xavier University of Louisiana, Frederick Humphries of Florida A&M University, Joseph E. Johnson of Talladega College, and Gloria Scott of Bennett College.

Samuel L. Myers, the president of NAF-EO, did not return repeated phone calls last week. Many college officials in recent weeks have questioned his leadership, purticularly after he sent a letter to black-col-Continued on Page A29

NCAA Votes Higher Academic Standards for College Athletes

January 15, 1992 • \$2.75 Volume XXXVIII, Number 19

Presidents' reform package wins overwhelming support at meeting

By DOUGLAS LEDERMAN

The presidents' commission of the Nutional Collegiate Athletic Association continued to have its way at the association's annual meeting last week, winning overwhelming approval of its package of academic reforms despite spirited opposition from black-college presidents and a handful of other critics.

Just as it did last year, when virtually all of its cost-cutting and time-reduction measures were easily approved, the presidents' panel showed what months of intensive preparation and heavy lobbying can accomplish. This time, at the commission's urging, delegates to the group's 86th annual convention adopted rules changes -by margins of more than three to one that will raise the academic standards athletes must meet to become eligible for competition as freshmen and to remain eligible in later years.

The most significant change, scheduled to take effect in August 1995, will require freshman athletes to achieve a 2.5 gradepoint average in 13 high-school core courses to be cligible to compete, instead of the current 2.0 in 11 courses. But the new rules also will permit an athlete to qualify for competition with a grade-point Continued on Page A35

Philosophy Professor Portrays Her Feminist Colleagues as Out of Touch and 'Relentlessly Hostile to the Family'

By SCOTT JASCHIK

Christina Hoff Sommers has "a singular talent for skewering people with their own words," says her department chairman at Clark University here.

Ms. Sommers, an associate professor of philosophy, has skewered quite a few people lately. Her prime targets are feminist philosophers, who Ms. Sommers says are doing shoddy academic work and are out of touch with most

A Focus on Excesses

In a series of articles in academic journals and the popular press alike, Ms. Sommers uses quotes from their work to make her points. In the process, she has become a key player in the national debates on "political correctness" and the curriculum. She has also prompted a less-publicized but equally divisive battle in her scholarly disci-

Her supporters call her courageous



Christina H. Sommers: "These women think of themselves as victims, yet they have huge salaries, they run programs and departments."

for drawing attention to what they consider the excesses of feminist scholarship and political correctness. Her critics say she quotes them out of context and engages in a form of right-wing political correctness in which the ideas of radical scholars, and the scholars themselves, are made to seem silly so that they will never receive a fair hearing from academe or the public.

"She is parasitic," says Allison M. Jaggar, a professor of philosophy at the University of Colorado at Boulder. "She is sniping from the sidelines, taking things out of context, and attacking She doesn't have any positive views to put forward."

Love her or hate her (and few people familiar with her work fall in between), Ms. Sommers is a force to be reckoned with. Her articles are widely printed and she speaks on many campuses. The chairman of the National Endowment for the Humanities, Lynne V. Cheney, quotes her in speeches. Education Sec-

Continued on Page A16



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This Week in The Chronicle

NTEREST IN AMERICAN INDIAN SCHOLARSHIP GROWS More U.S. scholars are studying their country's original nhabitants, bringing new insights into Indian history and culture: A8

SCHOLARS RESPOND TO CONSERVATIVE CRITICS Professors at the MLA's annual meeting attacked claims that their field is a seedbed of leftist ideology: A9

LOBBYING FOR MEDICAL-RESEARCH MONEY

Some scientists fear the growth in disease-specific ressure on legislators will leave no one looking after the interests of science as a whole: A26

NIH TO SET LONG-TERM PRIORITIES

For the first time in its 105-year history, the agency is developing a strategic plan for research programs: A30

rchaeologists uncover ancient crucifix: A5 Cattle-cloning method develops a hitch: A8 Staking out a middle ground in publishing: A8 inique photos of Earth produced from spacecraft images: A9 ronomers find evidence of planets around a pulsar: A9 Referees criticize paper if author's identity withheld: A11 . Budy reveals athletes engage in unhealthful behaviors: A11 act File: Top 100 institutions in R&D spending: A29 0 new scholarly books: A12

ESTORING THE SPHINX ELECTRONICALLY computer image allows researchers to study the ment as it appeared nearly 3,400 years ago: A21

opening two new computing research centers: A20 ng messages on the president's bulletin board: A20 hsonian offers dialogues between anthropologists: A20 et headings added to bibliographic fiction records: A22 libraries develop collection on life in the South: A22 ent office opens its main data bank: A22 gram teaches basic reading and writing skills: A22 ÿstal Ball' locates data about chemistry: A23 new computer programs, 4 new optical disks: A24

ersonal & Professional Concerns

Christina Hoff Sommers, an associate professor of ophy at Clark U., is making a career out of Macking feminist philosophers: Al For an article that was never published, her piece for The Atlantic has caused quite a stir: A16

MMERSED IN THE ERA OF WORLD WAR I

New York U.'s chief fund raiser has satisfied her love history by writing a 700-page biography of an Obscure British politician: A5

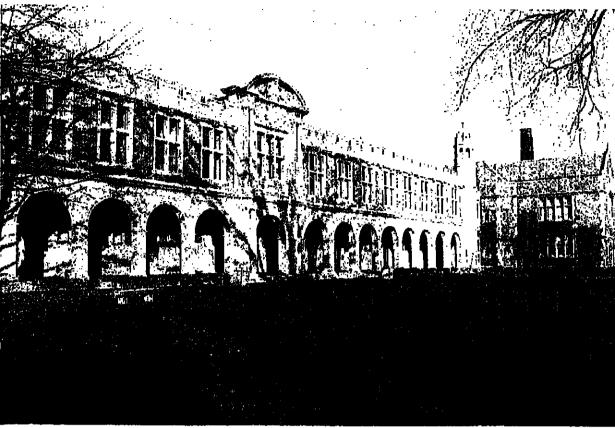
ECURRING FITS OF 'POLITICAL CORRECTNESS' Politically correct" ideas have been around for enturies, and their consequences have been dire.

Dreyfus Third Century Fund, including Transsexual Is barred from nursing program: A4 management fees and expenses, obtain post contamination forces SUNY to postpone classes: A4 Prospectus by calling a Dreyfus Reite Student makes bomb threats to avoid exam: A4 ment Specialist at 1-800-762-9523. You Maine professor fired in grading scheme: A4 will also receive information on the Berkeley renames departments to show sensitivity: A16 Dreyfus 403(b)(7) Plan, featuring plan Book prescribes new remedies for America's schools: A16 administration, employee education and season with AAC book award: A18 Texas professor accused of harassment: A19 15 new books on higher education: A19

Federal & State Governments

NEW AGENDA SOUGHT FOR BLACK COLLEGES

group of presidents of historically black colleges is fying to organize a "summit" meeting amid growing filicism of their institutions' main lobbying group: Al



At Washington University, architect Walter Cope used Ridgely Hall as the transition from a formal front quadrangle to an irregular—and inviting—series of buildings and spaces beyond: B6.

ALLOCATION OF U.S. RESEARCH FUNDS

 Some scientists say lobbying campaigns for specific diseases hamper efforts to divide rationally the available federal funds for research programs: A26 Researchers are seeking more federal money to study a new strain of tuberculosis: A31

COMMUNITY COLLEGE TAKES ON UNEMPLOYMENT

A state legislator in Oregon has established a center at a two-year college to fight chronic unemployment in

SUPPORT OF DUKE STIRS CONTROVERSY

U.S. officials are said to be embarrassed over newspaper columns written by a recent appointee of Secretary Lamar Alexander: A27

PROTECTION FOR RATS, MICE, AND BIRDS They must not be excluded from the scope of animalwelfare laws, a federal judge has ruled: A27

CEASE-FIRE ON THE ACCREDITATION FRONT An Education Dept. report recommends that the Secretary recognize the Middle States group: A30

For the first time, the health agency is developing longterm priorities for its research programs: A30

TAKING STOCK OF AFFIRMATIVE ACTION

The concept must be reviewed, not because it has failed but because the problems it was designed to address have "mutated." Point of View: A48

Students Join Kerrey campaign in N.H.: A5 David Duke's campaign materials irk some at Duke U.: A5 N.Y. to weigh legalizing campus distribution of Mace: A26 Mass. Governor rethinking plan to cut welfare benefits: A26 Colleges urged to play greater role in school reform: A28 Japan and U.S. to discuss supercollider contribution: A28 Saille Mae fires 8 for falsifying loan records: A28 Spending increase for Pentagon research is seen: A28 Maine cuts salaries of top university employees: A32 N.Y. starts loan program for private-college students: A32

AFTERMATH OF CITY COLLEGE TRAGEDY

The stampede that killed nine people at the college's gymnasium has moved some institutions to examine how their facilities are used for entertainment: A33

Okia. attacks Colo. college's Army-base courses: A32

Teach for America wins its largest grant ever: A33 World College West to sell its 194-acre campus: A33 Theological institutions face big backlog in repairs: A33 Markey Trust awards \$19-million to six institutions: A34 Foundation grants; gifts and bequests: A34

NCAA RAISES ACADEMIC STANDARDS

■ Despite some spirited opposition, convention delegates have voted overwhelming approval of sportseligibility reforms sought by college presidents: AI ■ The association's director says lawmakers and the public remain unconvinced, despite reforms in recent years, that it can solve problems in college sports: A35

Women's-sports advocates hope for action on equity: A35 Florida regents to review handling of rape charge: A37 Two Division I conferences announce new members: A37

International

CHINESE FLOCK TO U.S. COLLEGES

More students than ever are enrolled at American universities despite China's efforts to restrict study abroad: A38

NORWAY COLLEGES STRUGGLE WITH OVERCROWDING The higher-education system has experienced a 50-percent increase in full-time students in four years: A39

Poland recruiting academics to train language teachers: A38 Center encourages Brazilian professors to teach longer: A38

A CAMPUS THAT ENGAGES SCHOLAR AND VISITOR Washington U. has managed to stand by the spirit, if not the letter, of its turn-of-the-century master plan: B6

CHICAGO'S BOISTEROUS, MODERNIST PAINTINGS An exhibition attempts to reassess the work of a group of long-forgotten pioneers: B72

The state of the s

Gazette

Appointments and resignations in academe: A41 Deaths: A42 Calendar of coming events and deadlines: A42



From the 1992 Directory at Loyola University Chicago:

"More than \$52 million in scholarships, grants, loans, work-study pay, and other forms of support is provided for three of every four Loyola stu-

That should help them get by.

Memorandum from the director of the library at the University Center at Tulsa, typed on a day when her secretary was off:

"The UCT library has a terrible problem with nosie. Students often complain that they cannot concentrate....

"Suggestions for dealing with nosic in the library have included using baffles made from fiberglass and

Or just tell nosie to buzz off.

From Coast News, a newsletter at the Coast Community College District in California:

The Board of Trustees reviewed revisions to the CCCD policy on Alcohol and Drug Abuse. The revisions allow for alcohol to be served at college-sponsored events when it 'is required for a certificate program and is approved by the college presi-

Who has sophisticated taste buds, we hope.

From a summary of application procedures at the University of Colorado at Denver:

"If you have attended any other post-secondary institutions, request the Registrar at ALL PREVIOUS COL-LEGIATE INSTITUTIONS you have attended to send two OFFICIAL TRAN-SCRIPTS of your record directly to this office. You should also have a transcript from each collegiate institution sent to you for your records. These can be sued for advising purposes."

Don't be so litigious!

From University Police Newsletter, published at Towson State Uni-

"Alcohol has become one of the most abused drugs on college and university campuses today. . . . Sometimes the reliance on alcohol is so demanding that one feels that one must have a drink at breakfast, a drink or two at lunch and that one night cap which usually turns into more than one.

begin to fight each other, knock holes in the walls, break out windows, and possibly clapse into alcoholic comma. The 'social' drinkers have become so intoxicated they don't even know where they left their clothing and have to be taken to their room wrapped in newspaper."

Not in this newspaper, if you don't --c.a.

In Brief

Transsexual is barred from nursing program

NASHVILLE-A nursing student at Tennessee State University who is undergoing a sex change was forced to withdraw from the nursing program after local hospitals refused to accept her for clini-

The student, Tracy Quiring, has undergone hormone therapy and cosmetic surgery in preparation for an operation to complete the transition from male to female. She had completed two months of the two-year nursing program when a hospital refused to let her begin training there.

Suid Marion G. Anema, dean of the nursing school: "The hospital thought that the way she presented her gender was incompatible with what her true gender was and that that would not be well received by patients.'

Ms. Anema said Ms. Quiring could be readmitted to Tennessec's nursing program after her sex change is complete.

Ms. Quiring said she was considering whether to sue the university. She said the sex-change operation would alter only her genitals and not her overall appearance. "I didn't find any pro-

Student makes threats

ST. CLOUD, MINN .- A student

at St. Cloud University who tele-

phoned bomb threats to the uni-

versity because she needed more

time to study for an exam will

Heather Mudek, a junior,

nleaded guilty to making the

threats. She telephoned the uni-

versity library twice on April 12

off in five minutes. The university

Mudek was supposed to have tak-

serve a 25-day jail sentence.

to avoid exam



PCB contamination forces SUNY to postpone classes

campus here will begin at least two weeks late to give workers cedures that nurses perform that | time to test and clean up buildings use their genitals," she said.

nates refused and told the

While she serves her sentence

Ms. Mudek will be allowed to

ommute from jail to the campus

She also must perform 40 hours

colleague's son two years' worth | ident, George P. Connick.

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of community service and pay the

had asked her roommates to call tended. Russell Cotnoir, who had a copy of the letter to The Chroni-

us police about the calls.

o take classes.

university \$2,000.

Professor fired

the library for her. But the room- been chairman of the division of | cle.

in course scheme

ty pole, causing a power surge. | dormitory space is being pr The New York state health de-

College athletic center

PROVIDENCE, R.I.—A fire has

Rhode Island College (Ieft). Virtu-

ally all of the equipment for the

college's sports teams was de-

stroyed, and damage is estimated

in the millions of dollars. No one

Fire investigators determined

that a faulty heating unit in the

ance with the university.

grade for an internship that he

gutted the athletic center at

destroyed by fire

was injured.

NEW PALTZ, N.Y.—Classes at | chemical. Last month, transform- | partment is overseeing the clean the State University of New York | ers containing polychlorinated bi- | up, which authorities expect to phenyls, or PCB's, overheated in cost at least \$500,000. Mean five buildings after a car hit a utili- | while, alternate classroom as

Education and Health Center

Athletic-department office the center are being relocate Other colleges and school throughout the state have donate uniforms and equipment. Seven have made their gyms availab for the college's games.

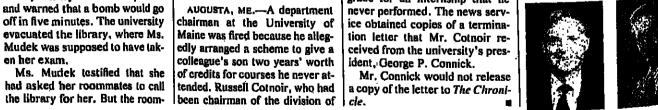
Corrections

was insured.

 An article about research ncedic-exchange programs (7) Chronicle, December 18, 1991) men's locker room had started the correctly identified Warwick A fire, a college spokeswoman said. derson. Dr. Anderson is a f The building, the Walsh Physical search associate at the Leons Davis Institute for Health nomics at the University of Per Business and Governmental Scisylvania and a graduate stu ences and a tenured professor of the Department of the History public administration, was disand Sociology of Science. missed following a university in-

■ A photograph of Edward vestigation. Mr. Cotnoir, who Sheridan of the University could not be reached for com-Sheridan of the University are pleased with the campaign an article about the America material of David Duke, the for-Psychological Association (Moner Ku Klux Klan leader who has Chronicle, January 8), was into recently announced his candidacy rectly identified as Lee Sechasion President.

Of the University of Arizona, Will Some Dukles—those who are ment, has reportedly filed a griev-The Associated Press reported that the investigation had found that Mr. Cotnoir and four other professors, including the stu-Sheridan is at left below, and dent's father, had arranged for the student to earn 56 credits and a



Sechrest is at right.

Archaeologists uncover ncient cruciflx

earthed the oldest known sym-

anity in the

The object, a

11/2-inch cruci-

fix of pewter

and iron, with a

copper alloy fig-

ure of Christ.

New World.

Ms. Deagan said she believed the cross to be the oldest New GAINESVILLE, FLA.-An inter World Christian symbol because national team of archaeologists. it was uncovered from an undisheaded by Kathleen Deagan, a cuturbed deposit that was in use only from 1493 to 1498. rator of anthropology at the University of Florida, has un-The researchers said the cross

500 years old.

had probably been attached to a rosary or worn as a pendant—perhaps by a soldier. The crucifix offers a rare

an colony in the New World. The

crucifix is estimated to be about

glimpse into someone's personal life 500 years ago," said Ms. Dea-

The same group earlier discovered that Columbus had set up a second settlement at the same was found during an excavation of site--the first European manufac-La Isabela, the site in the Dominituring operation in the Americas. can Republic where Christopher said Ms. Deagan. It produced pot-Columbus set up the first Europe-

Students join Kerrey campaign in N.H.

MANCHESTER, N.H.—The U.S. enator and Democratic Presidential candidate Bob Kerrey welcomed more than 200 college students last week at his campaign headquarters here.

The student volunteers, who traveled from across the country at their own expense, are part of a door-to-door canvassing project that provides them with housing and meals in exchange for their labors. Students have been working for all the candidates for Presi-



Duke or Duke?



DURHAM, N.C.—Not all Dukies are pleased with the campaign

affiliated with Duke University and who do not support Mr.
Duke—say the candidate's campaign posters and stickers too

closely resemble the university's bumper stickers. Both spell DUKE in white letters on a royal blue background.

Some affiliated with Duke University say they worry that university stickers (below) will be confused with those of Mr. Duke, and they complain that some political cartoonists have linked the



PORTRAIT

Fund Raiser Discovers 'Fascination' of Biography



Naomi B. Levine: "I'm a history buff. I had never thought of writing a historical study. but when I went to Oxford I was fascinated. I thought I should try."

By ROBERT R. SCHMIDT, JR.

When Naomi B. Levine began to research the life of Edwin Montagu, an Anglo-Jewish millionaire and Liberal Party leader in Britain during the World War I era, she didn't plan on her work culminating in a 700-page biography.

"Life is what happens to you when you're making other plans,' she says. "It's a wonderful philosophy; I think it came from a John

Lennon song."

Mrs. Levine did manage not to let the book, Politics, Religion and Love: The Story of H.H. Asquith, Venetia Stanley and Edwin Montagu, Based on the Life and Letters of Edwin Montagu (New York University Press), interrupt her "other plans." She is senior vice-president n charge of fund raising at New York University, which is in the midst of a huge capital campaign.

Details of a Love Affair

According to Mrs. Levine, the book was purely accidental. "I had never written anything more complex than a legal brief."

Indeed, her career at NYU and elsewhere has not been as a scholar, but as an administrator and lawyer. Before joining the university in than 22 years at the American Jewish Congress, serving as its first female national executive director.

Mrs. Levine became interested in Edwin Montagu while reading a compilation of letters detailing a love affair between Prime Minister H. H. Asquith and Venetia Stanley, an English socialite who eventually married Montagu.

who may be best known for his at- proach." ration, even though he was the only the result of major military and po-

Jewish cabinet member participating in the policy discussions. In the declaration, Britain pledged support for a Jewish state in Palestine.

"I'm a history buff," Mrs. Levine says. "I had never thought of writing a historical study, but when I went to Oxford I was fascinated. 1 thought I should try."

Rampant Anti-Semitism

Politics, Religion and Love has two focal points: the "love triangle" and the rumpunt anti-Semitism of the upper class in England during the World War I era.

Mrs. Levine says she was surprised by the anti-Semitic behavior. Montagu's two closest friends, Asquith and Stanley, referred to him as "the Assyrian."

"I didn't expect it amongst the liberals and well educated," says Mrs. Levine, who is familiar with anti-Semitism through her work at the American Jewish Congress.

Montagu's parents were orthodox Jews, much to the chagrin of their son, who spent most of his life ignoring his Judaism.

According to Mrs. Levine, his marriage to Stanley, a Christian, was a vain attempt to escape his religious background and become a 1978. Mrs. Levine had spent more part of London high society. It was an attempt that failed miserably because he was rejected anyway.

'The Micro Approach'

Stanley and Montagu's marriage upset Asquith so much, Mrs. Levine contends, that it contributed to his political downfall and to the ruination of the Liberal Party. As-

ily member, she decided to travel to In the book, Mrs. Levine tries to idea of how talented Naomi is." Oxford University to see if she present a different view of history.

litical events, she wants to show that an individual's feelings and attitudes can affect world events. Thus, a love triangle can change history as does war. "I am looking at history through a teardrop, rather than a giant prism," she says.

Politics, Religion and Love has received generally positive reviews. The New York Review of Books said Mrs. Levine "does credit to Montagu and to herself." but questioned why an author would write a 700-page biography on a person so obscure that "it is not only the publisher but the author herself who has to ask on the first page, who was he?"

The book took six years to complete-not a long time considering that Mrs. Levine's writing was limited to weekends and vacations. For most of the research, she traveled twice to Oxford, the second time as a recipient of a fellowship from St. Hilda's College at Oxford.

Because of time constraints, Mrs. Levine employed two research assistants, one in New York and one in Oxford, "My responsibilities first and foremost were to NYU." she says.

Ahead of Schedule

In 1985, NYU embarked on a 15year, \$1-billion dollar fund-raising ampaign. It is ahead of schedule.

Despite her long hours at the university, Mrs. Levine said she could always make time to work on the book. "I have found in my life that there is time for anything you want to do if you discipline yourself accordingly," she says.

quith was so consumed by his love Mrs. Levine's colleagues have Montagu's name appeared so fre- more than once a day. Many of his Says Peter McE. Buchanan, presiquently that she began to wonder letters contained up-to-the minute dent of the Council for Advancewho he was. When she discovered war plans. "It shocked me to see a ment and Support of Education: there was only one biography on man of his brilliance become so "Her book is an extraordinary ac-Montagu, written in 1964 by a fam- wrapped up in a woman," she says. complishment. That gives one an

Mrs. Levine has no plans to write could learn more about the man, which she calls "the micro apany more books, at least in the near future. "Right now I'm just trying tempt to scuttle the Balfour Decla- Instead of presenting history as to do my job and do it well," she

A STATE OF THE PARTY OF THE PAR



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Scientists who are cloning cattle have discovered a curious effect of their technique—large numbers of giant calves.

About 25 per cent of the approximately 2,000 calves created by a new cloning technique have grown to an especially large size by birth even though they remain in the uterus for a normal period of time, said George E. Seidel, Jr., a professor of physiology at Colorado State University.

Mr. Seidel is the chief organizer of a symposium on cloning mammals that is being held at Colorado State

The cloned calves can be as large as 180 pounds, compared with the usual size of roughly 100 pounds for a newborn calf, Mr. Scidel said. The difference between the abnormally large calves and other calves eventually evens out.

Mr. Scidel said the high proportion of giant calves, which must be delivered by Caesarean section, had temporarily dashed the hopes of companies that wanted to make precise copies of cattle that are good producers of meat and milk.

Scientists can create exact copies of desirable mammals by removing the genetic material from the singlecelled egg in a mother and replacing it with the genetic material from one of the cells in another animal's embryo that is at a later developmental stage.

In effect, the scientists fertilize the egg with a nucleus from another cell rather than with sperm. Scientists are not yet sure why the method is creating so many giant

"This technique can't be put out in the marketplace until this is sorted out," Mr. Seidel said.

André Schiffrin, the former editor in chief of Pantheon Books, announced last week the establishment of a new enterprise intended to occupy the middle ground between university-press and commercial publishing.

Called the New Press, the fledgling publishing house is an independent, non-profit company that is committed, said Mr. Schiffrin. to producing serious books in history, education, social policy, the arts, and literature. The New Press. supported by the John D. and Cathorine T. MacArthur Foundation, the Rockefeller Brothers Fund, and other foundations, will be housed at the City University of New York.

'We're trying to create an entirely new structure," Mr. Schiffrin said.

The New Press will not publish specialized academic monographs. he added, but will publish-as Pantheon did under Mr. Schiffrin's leadership—scholarly books that are also of interest to a wider audience.

One of the first New Press books, to be released in April, is Customs in Common: Studies in Traditional Popular Culture, by B. P. Thompson, a leading British social historian.

Scholarship



Tsianina Lomawaima of the U. of Washington: "In an awful lot of anthropological study of Indians, people assumed they didn't change over time, that they were just lumps sitting there being influenced by Europeans."

Growth of Scholarship on American Indians Brings New Insights About Native Cultures

Recent studies provide answers to questions about resilience of tribes in the face of colonialism

By CHRIS RAYMOND

Scholars in the United States are coming to a far more sophisticated awareness of the complexity of American Indian history and culture than they previously had. Some of that awareness is based on the work of American Indians themselves.

The research is providing previously unavailable insights into long-standing puzzles in the anthropology of tribes and into the remarkable resilience of Indian cultures in the face of enormous social, political, and economic pressures over the 500 years since the arrival of European con-

At the same time, the new scholarship is providing fresh insights into broader questions with which social-science and humanities scholars have been grapplingincluding such questions as the nature of resistance to colonialism, the biases in traditional ethnographies, the uses of oral histories, and the character of America's colonial period.

"People are very busy right now rewriting encyclopedias and textbooks about Snipp, a Cherokee and an associate professor of sociology at the University of Wisconsin at Madison.

Preserving Their Traditions

The public's interest in American Indians can be traced to a number of factors. Among them, scholars say, are the "red power" movement of the early 1960's; the increasing interest among young American Indians in preserving their traditions and writing their own histories—including pro-

moting an alternative vision of the Columbus Quincentenary commemoration; and a renewed search for spiritual values among advocates of "New Age" philosophies.

"There are a lot of complicated motives" for the public's interest, says Neal E. Salisbury, a professor of history at the National Center for the Humanities in Research Triangle Park, N.C., and author of Manitou and Providence: Indians, Euro-



Cornell's Daniel H. Usner: Debate over European "influence" should lead scholars to examine the complexities of Indian-colonist Interaction.

"There's guilt in some cases, roma zation, and a realization that there is other side to the story, and they're the

an assistant professor of anthropology voice in anthropology.

Stronger Voice Expected

thropology at the University of the ton: "If there is a Native American of the Strong of the Strong

peans, and the Making of New England 1500-1643.

curious about it or angry," he says.

the University of Missouri at St. Loui says that tribal historians' efforts, with

D'Arcy McNickle Center for the many of upper-division courses in 19th-cen-of the American Indian at Chicago's he tury and Renaissance literature revealed berry Library, says that, with the substitute of that many texts considered traditional tial increase in the number of American classics were still being taught.

Other scholars were particularly critical stronger Indian voice to emerge. In the of the way the press covered the controstronger Indian voice to emerge. We way the press covered the contro89,000 American Indians were employed versy last year over reforming a freshman
undergraduates. The National Research Composition course at the University of
Council reports that 116 American Indiana the press played up charges that the
received doctorates that year, the allow press played up charges that the Texas
high. (The number declined to 99 in Fourse would have indoctrinated students Continued on Page

Literary Scholars Mount a Counteroffensive Against a Bad Press, Conservative Critics

By KAREN J. WINKLER

SAN FRANCISCO Scholars here at the annual meeting of the Modern Language Association mounted what many said privately was a longoverdue counteroffensive against charges that their discipline is a seedbed of "political correctness" and leftist ideology.

Indeed, a number of the most crowded sessions at the meeting were devoted not to literary analysis, but, as the title of one session announced, to "Answering

The discussion was part of a growing effort among humanities scholars in recent months to respond to vitriolic attacks on their teaching and research.

'Cluster-Bombed'

While most of the speakers charged their detractors with spreading gross misinformation, some also urged literature professors to begin considering their own errors.

"Higher education has been clusterbombed by small bits of misinformation scattered over a wide area through TV shows, books, and newspaper columns," said Catharine R. Stimpson, dean of the graduate school at Rutgers University and a past president of the MLA.

"But my point is not to whine away in a bomb shelter. Obviously, higher education, and the humanities in particular, have made some silly mistakes. We must admit those mistakes and remedy them as soon as possible."

"Never mind that the criticisms have been implausible," said Stephen J. Greenblatt, a professor of English at the University of California at Berkeley. "We in the profession have been inept in explaining to the public what we are doing."

The most common complaint voiced was that the news media have recycled dis-American Indians themselves are a continuous about the teaching of literature lyst for research. Pauline Turner Story that have been spread by a relatively small number of critics.

For example, Mario J. Valdés, a professor of comparative literature at the Univerare grounded in oral history, religious sity of Toronto and the 1991 MLA presiliefs, and mythology, provide an additional dent, said that in a recent 3½-month period—when the association opposed the nomination of Carol lannone to the National Council on the Humanities-he Some American Indians have a different council on the Humanities—he view. Says Tsianina Lomawaima, a Crest about the MLA. "Most often they were an Muskogee and an assistant professoral elaborate fabrication of lies," Mr. Valdés thropology at the University of Washington.

Scott Momaday, and James of turalism—even though a recent MLA sur-Prederick E. Hoxie, directly beyof upper-division courses in 19th-cen-

Continued on Page A12

Harvard's Henry Louis Gates, Jr.: "It is time to chart out a center space, and to get beyond the polarities and the namecalling that have torn us apart."



Duke's Cathy N. Davidson: "None of our current acrimony, stupidity, and even lies surpasses what happened in the good old days."



Particular of the Charles of the Cha mind that the criticisms have been implausible. We have been inept in explaining what we are doing."

RESEARCH NOTES

- Unique photos of Earth produced from spacecraft
- Astronomers find evidence of planets around a pulsar
- Referees critical of paper when author is unidentified
- Study finds athletes engage in unhealthful behaviors



This view of Antarctica and parts of South America, Africa, and Australia was made from 21 images sent by the "Galileo" probe.

Photographs of Earth showing details never before seen from space have been produced by a scientist at Cornell University who used computers to enhance and combine images obtained by the Galileo spacecraft.

Some of the photographs depict Earth as if it were illuminated and viewed from directly above the South Pole, South America, Australia, Africa, and the mid-Pacific—an achievement that represents the first time a spacecraft constructed images of the entire planet in a single day.

The images reveal subtle differences in the types and conditions of vegetation on the continents; show the watervapor content of clouds, a feature that allows scientists to distinguish between low- and high-altitude clouds; and differentiate snow from glaciers and oceanic pack ice.

W. Reid Thompson, a senior research associate at Cornell's Laboratory for Planetary Studies, produced the images from data acquired by the Juniter probe's orbit of Earth on December 15, 1990.

The Galileo spacecraft, which is expected to reach Jupiter in December 1995, passed within 560 miles of Earth's surface in December 1990 and is scheduled to pass Earth again in December 1992, bringing it to within 190 miles of the planet's surface.

Mr. Thompson, who is also an assoclate interdisciplinary scientist with the Gallleo project, said the spacecraft's ability to view large areas of Earth's surface in the visual and near-infrared spectrum was unique and not possible with any satellites.

Using map-projection software developed at Cornell and combining images, Mr. Thompson added colors to the photographs to distinguish subtle differences in the absorption of wavelengths that corresponded to differences in vegetation and in snow, ice,

and water vapor. He released the photographs at a recent meeting of the American Astronomical Society.

Mr. Thompson said the computer techniques he used to produce the photographs could prove useful in monitoring the earth's environment with remote-sensing spacecraft.

"We could monitor effects of human activity and climatic fluctuations," he said, "such as the extent of ice caps and glaciers, distribution of various types of vegetation, destruction of rain forest, growth of descrts, and so on."

While the photographs provided an important test for the Jupiter probe's capabilities, scientists at the National Aeronautics and Space Administration who have been unable to unfurl a stuck antenna aboard Galileo fear the spacecraft could be prevented from sending data on Jupiter and its satellites back to Earth. A NASA official said the jammed antenna should not affect the spacecraft's ability to relay data while it is relatively near Earth.

--KIM A. McDONALD

Two astronomers say they have uncovered the strongest evidence yet of a planetary system outside the solar system.

The two scientists report in the January 9 issue of Nature that radio signals from a neutron star, known to astronomers as PSR1257+12, suggest that it is encircled by two or possibly three plan-

The discovery by Alexander Wolszczan, a senior research associate at Cornell University's National Astronomy and Ionosphere Center, and Dale A. Frail, a postdoctoral fellow at the National Radio Astronomy Observatory in Socorro, N.M., follows the claim, made last July by a team from the University of Manchester in England, of a single planet orbiting another rapidly rotating

Continued on Page A11

Scholarship on American Indians Brings New Insights

Continued From Page A8 the latest year for which figures are available.)

Mr. Salisbury and other scholars say, however, that intellectual trends, more than public awareness or demographics, have influenced academic research about American Indians.

Many say that, for a number of reasons, most of the blossoming in Indians' New World: Catawbas new research on American Indians has occurred in the field of history. pean Contact Through the Era of and intellectual developments in

First is the growth, over the last 30 years, of scholarship on America's colonial period, and a more recent realization that, in Mr. Salisbury's words, "practically nothing" in that field was being written about American Indians.

That is beginning to change.

Mr. Salisbury says that even though the "standard formulas" about Indian savages and European civilizers still hold sway in much scholarship, material on American Indians is now "high up on the reading lists of graduate students," and students can find dissertation supervisors familiar with American Indian research.

One of the leaders in such research is James Axtell, author of several books of American Indian history, including The Invasion Within: The Contest of Cultures in Colonial North America, the first of a planned three-volume series.

"Whatever the different interpretations, the

direction in the last 20

years is that indians are

now seen as actors on

the historical stage."

In those volumes, Mr. Axtell, a professor of humanities at the College of William and Mary, is undertaking an "ethnohistory" of the French, British, and Indian cultures of North America after Columbus arrived.

Disputes Over Land Claims

Many scholars say that ethnohistory, which combines anthropology and history, arose from the study of American Indians prompted by legal disputes over Indian land claims. Enriched now by the contributions of social histories of University of Washington: "In an English and American colonists, awful lot of anthropological study ethnohistory is holding out the of Indians, people assumed they promise of disentangling cultures didn't change over time, that they that had once been lumped together as "European" or "Indian." That should shed more light on the nature and outcome of interactions between specific groups, such as the French and the Iro- associate professor of anthropoloquois, some scholars say. Others, gy at New York University, "in as mr. Jansoury, question whether "ethnohistory" as a term studies was at the core of our discimay have the unintended conse- pline." But she and other anthroquence of placing the study of pologists say that as grants for field American Indians in a special, and work overseas became widely hence ignorable, category for non-available, the status of those doing ethnohistorlans.

with its emphasis on studying the American Indians-declined. lives of common people, and the increased status of history of the Indian tribes to regain ownership American West and of oral history of their ancestors' skeletal remains

scholars say.

different interpretations," says between some anthropologists and James H. Merrell, a professor of American Indians. Scholars say history at Vassar College, "the direction in the last 20 years is that to become advocates in Indians' Indians are now seen as actors on political battles, have shied away the historical stage." Mr. Merrell from research on contemporary is the author of the 1989 book, The American Indian communities. and Their Neighbors From Euro- ogy never completely disappeared, Removal, which was awarded the Bancroft Prize in 1990.

That direction has led to such books as Daniel H. Usner's Indians, Settlers, and Slaves in a Frontier Exchange Economy, a social history of life in the lower Mississippi Valley; Richard White's The ity, the active reconstruction of Middle Ground, which posits the rise not of a European world im- modation to colonialism. posed on Indians, but of a new world integrating the two cultures; and a number of biographies that show the ways in which specific Indians influenced Europeans.

A Question of 'Influence'

One recent line of research has aroused considerable controversy: that of the influence of the Iroquois nation's legal concepts on the U.S. Constitution. Historians agree that the Founding Fathers had considerable interaction with Iroquois leaders and some familiarity with the tribes' "Great Law," but they remain divided over the merits of research claiming that the founders incorporated Iroquois legal precepts into the Constitution.

Scholars not directly involved in the dispute say that it arose in part because of conflicting definitions of the term "influence," and in part as a backlash from some historians who felt the claims, publicized during the 1987 celebration of the Constitution, amounted to nothing more than "political correctness."

Mr. Usner, an associate professor of history at Cornell, says the dispute is unfortunate, because the research should alert scholars to look at the complexities of interactions between Indians and colo-

In contrast to the proliferation of historical scholarship, anthropologists say their discipline is just recovering from decades of stagnant interest in American Indians.

Says Ms. Lomawaima of the were just lumps sitting there being influenced by Europeans."

Uneasy Relations

Ironically, says Karen Blu, an earner days, American Indian anthropology in North America-The influence of social history, and the "romantic appeal" of

More recently, efforts by many have also combined to boost re- and artifacts-and, more general-

search on American Indians, ly, to assert control over the conduct of research into their cul-"My sense is that, whatever the tures—have led to uneasy relations

> But American Indian anthropolthe field have helped to revive interest in the specialty, scholars say. Chief among those developments are the critique of traditional ethnographies that glorified "pure," aboriginal cultures and a growing interest in studying ethnicculture, and resistance and accom-

> Affected by those trends, ancan Indian cultures through a new lens, scholars say.

For example, Loretta Fowler, a professor of anthropology at Indi-

BOOKS MENTIONED

IN THIS ARTICLE

Other scholars, such as Mr.

American Indiana: The First of

Catawbay and Their Neighbors

from European Contact Through

the Era of Removal, by James

H. Merrell (University of North

Indians, Settlers, and Slaves in

a Frontier Exchange Economy. The Lower Mississippi Valley

Setom 1783, by Daniel H. Usrier, Jr. (University of North

Middle

Ground

Furpares, ar

 $1650 \cdot 101$

Richard Whi

Carolina Press, 1992)

This Land, by C. Metthew

The Indians' New World:

Snipp (Russell Saga, 1989)

Carolina, 1989)

Hoxie at the Newberry Library, are beginning to look at the experimental for the museum, and Research Notes moved to reservations.

Still others, including American Indians themselves, are compiling dictionaries of Indian languages and grammars or developing new translations of previously nublished Indian oral historics and biographies, which place American

"For a long time, It's

just been a cataloguing operation. Now research will be more

than a taxonomic exercise."

Indian figures in broader cultural and historical contexts.

Of one such effort by an Indian thropologists are looking at the scholar, Alfonso Ortiz, Ms. Blu changes and continuities in Ameri- says: "His work has provided a wonderful revealing of the Tewa world view."

In the view of Mr. Snipp of Wisconsin, sociologists and other ana University, in Shared Sym- social scientists have yet to debols, Contested Meanings: Gros vote much effort to studying Amer-Ventre Culture and History, 1778- ican Indians, in large part because 1984, examines 200 years of re- of their perception of the small working of traditions among one size of the American Indian popu-

"Where American Indians fit in

Indiana, Europeana, and the

1643, by Neal E. Sulishury

The Middle Ground: Indians,

Empires, and Republics in the

Great Lakes Region, 1650-

(Cambridgo University Press.

1815, by Richard White

The Return of the Native:

American Indian Political

Cornell (Oxford University

Press. 1988)

lesurgence, by Stephen E

Bhared Symbols, Contested

Meanings: Gros Ventre Culture

and History, 1778-1984, by

American indian Helocaust and Survival: A Population History Since 1492, by Russell

History of art American Indian Chalestoty, by Morris W 12818f (Chineselly of Arizona 1888, 18913

1 1800 1920 W Appropriate the second second

Titornton (University of Oldahoms Press, 1987)

Loretia Fowler (Comell

OTHER FREQUENTLY

CITED BOOKS

University Press, 1987)

Making of New England, 1500-

(Oxford University Press. 1982)

American Indian History and Culture: a Reading List

Mr. Snipp, who is the augr what is considered the win Continued From Page A8 tive book on American b demographies, Americanic es, or pulsar. The First of This Land,

Nonetheless, scholars pa such significant sociological as that of the American's scholar Russell Thomboat drew attention to the mayier of Indian population at the Europeans; and of Stephale American Indians

A Coming 'Revolution'

Furthermore, Mr. Snip 1 other sociologists and dear dication of the growing acception of an American Indianal The scientists say their data also rates, says Mr. Snipp.

sciences characterizes And

search will be more than it scopes.

Frederick E. Hoxie (University

of Nebruska Press, 1984

Carolina Press. 1975)

COMANGHE

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BIING

David Edmunds (U

Scholarship

neutron star emanating radio puls-

PSR1257+12 was discovered in February 1990 by Mr. Wolszczan, who determined that the pulsar spins on its axis once every 6.2 milliseconds. In addition, systematic variations in the timing of its radio pulses, which were measured by Mr. Wolszczan and Mr. Frail using nell, who, in The Return of a radio telescope at the Arecibo tive, documented the rebits. Observatory in Puerto Rico, suglitical self-determination a gested that the pulsar was wobbling in space.

That indicated to the two scientists that two or more planet-sized companions orbited it.

According to their calculations, phers have documented by two of the planets are each about increase in people ideal three times us massive as Earth and themselves as America le complete a full revolution in a ciron the decennial census; cular orbit around the pulsar in 67

rather than an increase it suggest the existence of a third planet that orbits the pulsar once a He says he now sees 100 year, but additional measurements "tevolution" in how theils, of the pulsar's wobble are needed to confirm this possibility.

Mr. Wolszczan said the pulsar. "For a long time, it's juste" which is located 1,300 light-years. cataloguing operation, cata, or 7.5 million trillion miles, from languages and family deal. Earth, is too faint to be easily obtions," says Mr. Snipp. "My served by optical or infrared tele-

> He said it had been formed in a star explosion about one billion years ago that left a rapidly spinning, dense core that became the

> As a result of the explosion, he added, it was unlikely that the planets could have retained an atmos-

Indiane, Colonialism, and M Referees are more critical of Cant of Conquest, by Rank a scholarly paper—and editors faunings (University of Note) less likely to accept it for publication—when its author's identity is not made known to reviewers, according to a study of reviewing practices.

. Obscuring an author's identity--known as double-blind reviewing. because the author and the reviewer are unaware of each other's dentity—is the practice at 27 of 76 leading journals in the natural and social sciences and history, reports Rebecca M. Blank.

In the December issue of The American Economic Review, Ms. lank, an associate professor of economics at Northwestern University, reports the findings of an experiment she conducted at the request of the editors of the review.

From May 1987 to June 1990, vs. Blank randomly assigned each of 1,498 manuscripts submitted to the journal to undergo either double-blind or single-blind review. In the latter case, reviewers are aware of the author's identity and institufional affiliation.

tation and ability to identify a pa-ber's authors.

Ms. Blank reports that besides Nebrosks Frest, 1968 lowering overall acceptance rates by editors, double-blind reviewing salso decreased referees' ratings of rtain types of papers: those subpitted by authors whose economes departments ranked in the midde range in overall quality. Simi-

larly, referees' ratings decreased for papers from authors from foreign countries or non-academic in-

The study also found that double-blind reviewing did not greatly increase the acceptance rate of papers by femule economists.

Some critics of double-blind reviewing, says Ms. Blank, argue that a clever reviewer always can guess the author of an anonymous paper. In her study, only 45 per cent of reviewers could do so. --- CHRIS RAYMOND

College athletes are more sistant clinical professor in the likely than non-athletes to en- school's family-medicine division, than non-athletes to use seat belts,

at Los Angeles medical school.

are healthier and more attuned to behaviors." They declined to their overall well-being," said James C. Puffer, chief of the school's family-medicine division causes additional emotional, physiinvolved in the health care of athletes should be aware of."

Puffer and Aurelia Nattiv, an as-ride with an intoxicated driver.

In the December issue of The

gage in behaviors that put their report that their survey of 109 colhealth at risk, according to a lege athletes and 110 students not study conducted by two research- involved in intercollegiate athletics ers at the University of California at "a major collegiate institution" showed that athletes had a signifi-"It is often assumed that athletes cantly higher proportion of "risky

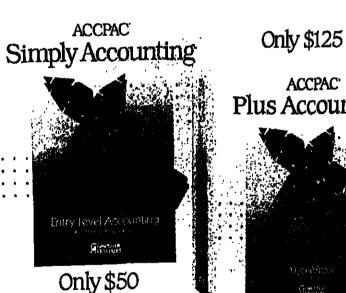
name the institution. The survey, the first published study to examine behavior differand a former head physician for the ences between collegiate athletes U.S. Olympic team. "Participa- and non-athletes, found that athtion in sports, however, often letes were more likely than nonathletes to consume excessive cal, and mental stresses that those amounts of alcohol in a single sitting (54 per cent compared with 36 per cent), drive under the influence of alcohol or other drugs (39 per Journal of Family Practice, Dr. cent compared with 12 per cent), or

Athletes were also less likely

and to use belinets when riding a hicycle, moped, or motorcycle. When asked about their sex practices, the survey found, athletes reported having more sexual partners than non-athletes and were more likely to report that they had engaged in sex without using contraceptives. They also had a higher incidence of sexually transmitted diseases than non-athletes.

The researchers said the 109 athletes in the survey represented a variety of sports and included nearly equal numbers of male and female participants. Dr. Nattiv, the principal investigator for the study, said she believed the results were not unique to the university they surveyed. She hopes to participate in follow-up studies at other insti-

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with a leftist ideology, but played down criticism that university administrators violated academic norms in canceling the course.

Gregory Jay, a professor of English at the University of Wisconsin at Milwaukee, said that "the media flap over the universities must be seen in the context of the general retreat from critical reporting witnessed under the Reagan presiden-

Nevertheless, Mr. Jay warned, "whatever the merits of our gripes, and I think they are, in some cases. considerable, academic critics should not respond to their recent shellacking in the press by selfrighteously bashing the media."

"If we feel misunderstood, much of the blame has to be our

Mr. Jay urged scholars both to present their research to the public private support for the humanities tions of letters, and the like that tion were angry at the focus on litmore clearly and to bring it to bear more directly on current social and cultural problems.

4 Principles Proposed

Berkeley's Mr. Greenblatt proposed four principles that he said scholars should articulate to the public:

"Intellectual work matters." ■ "We are members of the Modern Language Association and not the Nationalist Ideology Associa-

"The assault on the profession for betraying the classics is itself a betraval of the classics. And the

"We are members

of the Modern Language Association

and not the

Nationalist ideology

Association."

irony of this attempt is that in the name of preserving the classics, it would actually turn them into dead

"Tradition and innovation must work together."

One group founded last fall that is trying to speak to the public in this way, Teachers for a Democrat- the failure of the public schools. ic Culture, discussed some of the strategies it hopes to use to counter conscryative criticism of academe. At its first gathering, held in conjunction with the MLA meeting, race, class, and gender. nearly 300 literary scholars discussed such strategies as recruiting members from other disciplines, publishing a newsletter, and pro- arship say it divides what was once ducing a packet of readings on such a unified American culture, neither issues as the debate over reforming culture nor scholarship was ever the literary canon.

Some scholars at the MLA convention warned, nowever, that simply communicating their re- Literature, which was founded in search to the public more effective- 1928 and which Ms. Davidson coly would not answer critics: They edits, reveals that "none of our said literature scholars should also current acrimony, stupidity, and reconsider some of their own re- even lies surpasses what happened search and teaching practices.

In particular, several scholars in recent battles over culture.

on her colleagues "to create a

out to different audiences."

She said some graduate programs had been guilty of neglecting lyzed the internal structure of texts said. teaching, while some women's- and historical critics who placed studies programs had slighted the interests of conservative women. She also took humanists to task for concentrating on teaching students studying multicultural literature. critical thinking skills, while forgetting that "we cannot have critical thinking alone."

good and bad-of what is worth learning," she added.

Ms. Stimpson said that humanists should publicize their accomplishments—most notably the exnunsion of knowledge about previously neglected groups and their literatures, and about such sub- She pointed to the fact that the of the force and specificity of dif- bad press their discipline had been jects as composition and rhetoric-and pay more attention to problems like shrinking public and print, while biographies, collec- Some participants in the convenand widespread illiteracy.

"Who cares about the content of the canon if no one reads and everyone thinks 'canon' is a copier?''

'Narrow Ethnocentrism' Feared

Henry Louis Gates, Jr., a profes- | are scheduled for release this sor of English and chair of Afro- | month, but publication dates-American Studies at Harvard Uni- as well as prices and numbers versity, said: "I'm tired of crazy of pages—are sometimes approxipeople on both the right and the | mate and are subject to change left. It is time to chart out a center | without notice. Some publishers space and to get beyond the polarities and the name-calling that have people who order in bulk.

Mr. Gates criticized conservatives for ignoring multicultural topics and "forgetting that ours is a world already fissured by ethnicity, race, class, and gender."

But he also cautioned against a "narrow ethnocentrism" that would study the literature of particular groups, such as black Americans, exclusively and in isolation.

"We must resist the tendency to cast the debate today in terms of the West versus the rest," Mr. Gates said. "Pluralism sees culture as dynamic, not the fixed property of groups."

He also charged that while literary critics have viewed debates about the curriculum as a form of politics, they have ignored such "real social problems" as the disintegration of American cities and

Other speakers warned against letting the recent attacks on literature scholars sidetrack them from multicultural research on ethnicity,

Cathy N. Davidson, a professor of English at Duke University, said that while critics of current scholhomogeneous or uncontested.

She reported that a survey of the archives of the journal *Americal* in the good old days."

She noted that the current decriticized what they said were ex- bate over multiculturalism was no cesses by both the right and the left more heated than the friction in the 1920's and 1930's between critics Rutgers's Ms. Stimpson called who studied the literature of differit regions of the United States.

volving center" that would "reach Nor is it much different, she added,

literature in a historical context. Ms. Davidson said that while critics today attack scholars for ple are reading." She said a pubwe call the world we live in: Multiculturalism sells."

don't have bibliographic materiworks of many authors of interest to scholars today are still not in said.

Compiled by NINA C. AYOUB

The following list has been com-

piled from information provided by

the publishers. Most of the books

The Seed and the Soil: Gender and Cos-mology in Turkish Village Society, by Carol Delaney (University of California

Press; 373 pages; \$42.50 hardcover, \$16 paperback). Uses field data from a Sunni Muslim village to explore the attitudes to-

ward gender, sexuality, authority, and other issues expressed in Turkish meta-

other issues expressed in Turkish meta-phorical images of procreation.
Traditional Narratives of the Arikara Indi-ana, by Douglas R. Parks (University of Nebraska Press). Volume 3: Stories of Other Narrators: English Translations (the two-volume set has 902 pages and costs \$75). Translations of 156 oral narratives that were collected and transcribed in the first two volumes of Mr. Parks's study.
War of Shadowa: The Struggle for Utonia in

War of Shadows: The Struggle for Utopia ir

the Peruvian Amazon, by Michael F. Brown and Eduardo Fernández (Univer-

stown and Eduardo Pernandez (University of California Press; 295 pages; 529.95). An anthropological study of a 1965 uprising in which Ashaninka Indians joined forces with Marxist revolutionar-

ART AND ARCHITECTURE

Kasimir Malevich: The Olimax of Disclosure, by Rainer Crone and David Moos (University of Chicago Press; 230 nages; \$49.95). Traces the artistic development of the Russian painter who lived from 1878 to 1935; links his work to quantum and relativity theory; the witners of the

and relativity theory; the writings of the Puturiat poet Velemir Khlebnikov; and the linguistic thought of Roman Jakobson and the Prague School.

Severin Rossen, by Judith Hansen O'Toole (Bucknell University Press; 176

pages; \$55). Discusses the art and myste-rious life of the German still-life painter who immigrated to New York City in

QLASSIGAL STUDIES

Community and Society in Roman Italy, by Stophen L. Dyson (Johns Hopkins Uni-versity Press; 416 pages; \$39.95). Exam-

versity Press; 416 pages; 539,95). Examines everyday life in the largely autonomous rural communities of Roman Italy.

Henor Thy Gods: Popular Religion in Greek Tragedy, by Jon D. Mikalson (University of North Carolina Press; 376 pages; 539,95 hardcover, \$14,95 paperback). Draws on works by Aeschylus, Euripides, and Sophocles in a study of Athonian popular religion in the fourth and fifth centuries a.c.

inst the Peruvian government.

Turkena distric

explore the lives and work of newly discovered authors still need to be produced.

"There isn't time to exclude from the feud in the 1950's between anyone—there's far too much self-styled "new critics" who ana- work to be done," Ms. Davidson

Anger Over Meeting's Focus

the Center for the Study of Black Literature and Culture at the Uni-"outside academe that's what peoversity of Pennsylvania and the 1992 president of the MLA, said he lisher recently told her, "What you was critical of conservative schol-"We want a sense of what's academics call multiculturalism, ars who promote a vision of a single Western cultural tradition, and "But all is not well," Ms. David- proach that he said simplifies culson added. "We have an audience. ture by overgeneralizing about the

erary politics. Speaking from the

Houston Baker, Jr., director of liberal scholars who pursue an ap-We have a new canon. But we way it is produced and received.

"We must avoid a future of for multicultural research. American cultural studies stripped ferent American traditions," he getting.

audience at one session, Anna Ba. lakian, a professor of English at New York University, contended that "no other discipline, in a national convention, would spend so much time discussing political is

"I am deeply disappointed in the program," she said.

Ms. Balakian added that many sessions at the convention seemed biased in favor of dealing with itsucs such as race or gender, and neglected more traditional analyses of literature. While a few other scholars said

they would have liked to see more sessions with open debate between literature professors and their conservative critics, the overwhelming majority of those in attendance indicated that they were tired of the

Their conservative critics, they said, are the ones who have been

and Rashomon and Zelia.

Playing with Power in Movies, Television, and Video Games: From Munpet Bablea to Teenage Mutant Ninja Turtles, hy Marsha Kinder (University of California Press; 277 pages; \$22.50). Discusses cognitive, social, and commercial aspects o children's experiences as consumers of media "super systems"—interconnected movies, cartoons, video games, them parks, and spin-off toys.

offer discounts to scholars and to Indian Urbanization and Economic Growth Since 1960, by Charles M. Becker, Jeffrey G. Williamson, and Edwin S. Mills (Johns Hopkins University Press; 360 pages: \$60). Uses a multisector, compu able general equilibrium model to truck India's economic and urban develop-Health and Development in a Rural Kenyan Community, by Jean M. Brainard (Peter Lang Publishing: 216 pages: \$38.95). Po-Lang Publishing; 216 pages; \$38.95). Po-cuses on the public-health impact of the

nent.

Tax Polley and Economic Davelopment, by Richard M. Bird (Johns Hopkins University Press; 264 pages; \$48.50 hardcover, \$15.95 paperback). Analyzes tax policies in Colombia, Egypt, Indonesia, Jamaica, Senegal, and other developing countries.

ENVIRONMENTAL STUDIES

Reconstructing Large-Scale Climetic Pat-terns from Tree-Ring Data: A Diagnostic Analysis, by Harold C. Fritts (University of Arizona Press; 286 pages; \$60). Discusses a method for reconstructing 40 years of North American climate histor from tree-ring data.

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atic spoken and written storytellin

Narrated Films: Storytelling Situations in Cinema History, by Avrom Fleishman (Johns Hopkins University Press; 216 pages; \$34.95). Examines five forms of

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Press, distributed by University of onto Press; 323 pages; \$34,95 U.S.). De scribes "Chinatowns" as Western on structions that illustrate a process of faropean cultural domination; shows has shifting racial ideologies have shaped white attitudes toward Vancouver's Ch nese quarter over the past 100 years

Deromanticizing Black History: Critical Brays and Reappraisals, by Clarence E. Wulker (University of Tennessee Press, 184 pages; 529.50 Intrileover, \$12.95 p. perback). Contains original and pre ly published essays that call for a re-cra untion of approaches toward black has to an instance of the state of ry developed in the 1960's and 10's scholars discussed include John W. Blay singume, Eugene Genovese, Hert Gutman, and C. Vann Woodward.

From Prejudice to Persecution: A History Austrian Anti-Semitism, by Bruce F. Pauley (University of North Cardina Press; 456 pages; \$49.95). Traces the hir tory of Austrian anti-Semilism from me dieval times to the present, with a focu-on the years between World War i and German annexation in 1938.

Argentine prostitution in the late of the carry 20th centuries.

Shoulder to Shoulder? The American Fedwards of Labor, the United States, and the Mexican Revolution, 1910-1924, by Gress Andrews (University of Culifornia Press 270 pages: \$45). Focuses on Samufress; 279 pages; \$45). Focuses on Samu-

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behind the Great Wall: A Post-Jungian Approach to Kafineeque Literature, by lames Whitlark (Pairleigh Dickinson University Press, 188 pages; \$42.50). Uses tecent research in linguistics and other folds to revise Jung's psychology of refiguent than applies that revision to an analysis of works by Franz Kafka and 36 Kafineeque Writers.

(University of Delawore Press: 368 pages; \$55). A biography of the English diplomatic historian who died in 1939; deof Delaware Press: 368

ribes how he and other Cambridge Uni

of whether history should be valued for

its own sake or viewed as a school for

statesmanship.
Independent Woman: The Autobiogra

phy of Edith Querrier, edited by Molly Mason (University of Massachusetts Press; 200 pages; 527.50). First publica-

ion of the memoir of the American librar

ian and social reformer who lived from

1870 to 1958.

Railen Fasolats on Triat, 1943-1948, by Ray Palmer Domenico (University of North Carolina Press; 315 pages; \$39.95).

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northern Italy in 1943.
The Jews in a Pollah Private Town: The Case of Opatów in the Eighteenth Contuty, by Gershon David Hundert (Johns Hopkins University Press; 248 pages;

(39.95). An economic, demographic, so cial, and political history of the Jewisl

The Papers of Jefferson Davis, Volume 7.

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Besayism: Conrad, Musll, and Pirandollo, by Thomas Harrison (Johns Hopkins University Press; 224 pages; \$35,95). Uses the term "essayism" to describe how the writers Joseph Courad, Robert Musil, and Luigi Pirandello, dealt with the absence of a solution to the question of "right living." Eucharistic Poetry: The Search for Pres

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\$38.50). Draws parallels between the Anglican and Catholic doctrines of Christ's real presence in the Eucharist and reprence in the works of four British poels.

he Fate of American Poetry, by Jonathan Holden (University of Georgia Press: 160 nages: \$26 hardcover, \$12,50 paperback) nks American poetry's declining status and diminished readership to the institu-tionalization of the modernist tradition in academic English departments. ominizing the Fatish: Psychoanalysis and Narrative Obsession in Turn-of-the-Cen-

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The Incest Thome in Literature and Leg-end: Fundamentals of a Psychology of Literary Creation, by Otto Rank, transluted by Gregory C. Richter (Johns Hopkin University Press; 672 pages; \$65). First English translation of the Austrian psychoanalyst's Day Invest-Maire in Diel tung and Sage (1912), a work on the Oedi pus complex and other psychosexual phe

Language Recreated: Seventeenth-Century Metaphorists and the Act of Metaphor, by Hurold Skulsky (University of Georgia Press; 302 pages; \$45). A study of figurative language in the work of Donne, Herbert, Traherne, Vaughan, and other 17th-century English poets. Malraux, the Absolute Agnostic: Or, Meta-

morphosis as Universal Law, by Claude Tannery, translated by Teresa Lavender Pagon (University of Chicago Press; 326 pages; \$37.50). Discusses the philosophy of life and art developed by the 20th-century French novelist André Malmux.

Medicine and Shakespeare in the English Renaissance, by F. David Hoeniger (University of Delaware Press; 408 pages; \$55). Shows how knowledge of medical theory and practice during Shakespeare's time sheds light on pas-sages from All's Well That Ends Well,

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vies (Peter Lang Publishing; 183 pages; \$35,95). A study of musical allusions, quotations, and forms in the German nov-el *The Night Watches* (1804) by Ronaventurn, the pseudonym for a writer whose identity has been the subject of much

scholarly speculation. Natural Fictions; George Chapman's Major Tragedies, by A. R. Braummuller (University of Delaware Press; 192 pages; \$32,50). Examines Bussy D'Ambuis, The Conspiracy of Byran, and other works written by the English playwright during the early reign of James 1.

oint of View in Fiction and Film: Focus on John Fowles, by Charles Garard (Pete Lang Publishing: 142 pages; \$35,95). Discusses film adaptations of three of the contemporary English writer's novels— The Collector, The Magus, and The

Politics, Plague, and Shakespeare's The ater: The Stuart Years, by Leeds Barroll (Cornell University Press; 288 pages \$34,95). Examines Shakespeare's work during the decade after the accession of James I in 1603, a period of plague outbreaks, political turmoil, and the pro-longed closing of theaters. Power and Punishment in Scott's Novels,

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NEW **SCHOLARLY** BOOKS

Scholars'

Continued From Preceding Pune
Walter Scott's novely had a significal
impact on the general debate overcus
and punishment during his lifetime(I7)

The Proustian Fabric: Association of Memory, by Christic McDonald (Unior sity of Nebruska Press; 247 pages; 32. Explores layers of association in Promit Remembrance of Things Past, with reticular attention to the variant lead of

ferent editions.

The Quest for the Reality of Life: brisish
Spiritum and Esthetless Pligrings, 5
Miyoko Takeda (Peter Lans Publish;
138 pages: \$35.95). Describes the stages in Theodore Dreiser's spiritable velopment through unalyses of theose The "Genius." The Bulwark, and to

SING:
Russian-Jewish Literature and Identity be bothnaky, Babel, Grossman, Galleb, & ziner, Markish, by Alice Stone Nation ovsky (Johns Hopkins University Press: 240 pages; \$38.50). Exploring the properties on Russian-Jesi identity in the work of six 20th-cents weriters.

Sexual Suspects: Eighteenth-Century Fig ers and Sexual Ideology, by Knain Straub (Princeton University Press; 2 pages; \$35 hurdcover, \$12.95 paperbas Uses biographies, theatrical histori and other texts to examine attitudes ward the sexuality of actors and acine

Shakespearean Performance as Islams tation, by H. R. Coursen (University Deluwure Press; 280 pages; \$39.90). Be fends the notion that Shakespearea meuning is to be found primarily in the pages.

performance of the plays.

Sholby Foote: Rovellat and Historia, b
Robert L. Phillips, Jr. (University Par
of Mississippi; 261 pages; \$32,50). Acid cut analysis of the contemporary American writer's novels and Civil War triba Bodomy and Interpretation: Madows Mitton, by Gregory W. Bredbeck (6 nell University Press; 256 pages; 536 hardcover, \$12.95 paperback). Disco-

the significance of homosexuality in so our Renaissance texts in relation to the work of such theorists as Louis / usser, Gilles Deleuze, Jacques Deni Michel Foncault, and Julia Kristew Michel Fonciult, and Junia Krister
Something and Nothingness: The fight
of John Updike and John Fowler, by Joh
Neary (Southern Hilmois University
Press; 246 pages; \$24.95). Draws page.

hetween the two contemporary with interests in existentialism and theolog describes how they embody the heolog cal concepts of via negativa and via all The "Synthesis" Novel in Latin America Study of Jose Guimeraes Rose's "Gistal Sertae: Voredas," by Eduarda de Fail Coutinho (University of North Caroli. Press; 186 pages; \$25). Focuses on Brazilian writer's 1956 novel in a suds the fusion of opposing elements in or temporary Latin American fiction.

MATHEMATICS

Combinatories of Train Tracks, by R.C. Penner with J. L. Horer (Princeton University Press; 216 pages; \$49.30 km/cover, \$19.95 paperback). Discussed the cover of combinatorial structure of measured desic laminations in a fixed surface

the period from antiquity to the press The Monophenic Songs in the "Roman"
Fauvel," by Samuel N. Rosenbers as
Hans Tischler (University of Nebras Press; 172 pages; \$50). A study of Press; 172 pages; \$50). A study monophonic songs collected in an empty of the study satisfied allegory by the French writer Gervais du Busselettacing a Winter's Journey: Schubell and Study of the stud

tetracing a Winter's Journey: Schulling a Winter's Journey: Schulling and Winterreles," by Susan Youens (Cont. University Press; 320 pages; \$45 la cover, \$16.95 paperback). Discussis Austrian componer's 1927 consecutes Austrian composer's 1827 sons cycle to poems by Wilhelm Müller.

PHILOSOPHY

The Interpretive Turn: Philosophy, see ence, Culture, edited by David R. Hiller, James P. Bohman, and Richard Shuster. man (Cornell University Press; pages; \$39.95 hardcover, \$12.95 pages) back). Contains original essays on law of interpretation in the humanities, ral sciences, and social sciences.

POLITICAL SCIENCE

Buildup: The Politics of Defense is 64.
Reagan Era, by Daniel Wiris (Conf.
University Press; 280 pages; \$31.50). Et
amines the relationship between donst
tic and defense policy during the Read
Administration; focuses on the Strates

Scholarship

Defense Initiative, nuclear-freeze proposals, and Congressional efforts to reform Pentagon procurement practices. form Pentagon in the Mexican Presi-he Deterioration of the Mexican Presi-dency: The Years of Luis Echeverria, by muel Schmidt, edited and translated by Dan A. Cothrun (University of Arizona Press: 222 pages: \$37.50). Links current political problems in Mexico to the decine of presidential power after the 1970 believe of Mexico to the decine of presidential power after the 1970 believe of Mexico to the 1

cline of presidential power after the 1976 election of Mr. Echeverría.

The Ennobling of Democracy: The Challenge of the Postmodern Age, by Thomas L. Pangle (Johns Hopkins University Press; 288 pages; \$25.95). Focuses on the theories of Lyotard, Rorty, and Vattino in a study of the implications of postmodersign for democratic life and thought. in a study of the implications of postmo-dernism for democratic life and thought. God's Warriors: The Christian Right in Twentleth-Century America, by Clyde Wilcox (Johns Flopkins University Press; Wilcox (Johns Fidekins Conversity Pless; 272 pages; \$34). Discusses factors that hindered the political potential of the now defunct Moral Majority and other seg-ments of the Christian right that uppear to

ments of the Christian right that appear to be currently in decline. Inadvertent Escalation: Conventional War and Nuoloar Riska, by Borry R. Posen (Cornell University Press; 304 pages; \$36.50). Identifies factors that might lend to "inadvertent" nuclear escalation in future conflicts between untions armed with both conventional and nuclear

The President as Interpreter-in-Chief, by Mary E. Stuckey (Chatham House; 182 pages; \$14.95). Traces the evolution of Presidential rhetoric from Franklin Roosevelt through the first two years of the

teluctant Partners: Implementing Federal Polloy, by Robert P. Stoker (University of Pittsburgh Press; 232 pages; \$39.95). Explores problems of implementation and coordination between federal agencies and the state and local governments advocacy groups, and commercial orga-nizations charged with carrying out feder-al policy; includes case studies of the na-tional school-lunch program and federal

Ricardian Politics, by Murray Milgate and Shannon C. Stimson (Princeton Universiy Press; 176 pages; \$32,50). Describes the political contributions of the English economist David Ricardo (1772-1823). The Tot Offensive: Intelligence Failure in

War, by Junies J. Wirtz (Cornell University Press; 336 pages; \$34.95). Argues that incorrect perceptions of North Vietnamese behavior caused the American failure to anticipate the 1968 Tet Offen-

Vomen's Madness: Misogyny or Mental Illness? by Jane M. Usaher (University of Massachusetts Press; 352 pages; \$47.50 hardcover, \$16.95 paperback). A feminist analysis of the nature and causes of depression among women.

God Without Being: Hora-Taxte, by Jean-Luc Marion, translated by Thomas A. Carlson (University of Chicago Press; 258 pages; 532). Develops a concept of God us free from all cutegories of being.

Mioah, by Anthony J. Petrotta (Peter Lang Publishing; 166 pages; \$36,95), Dis-cusses puns and other forms of word play

Heavy Metal: A Cultural Sociology, by Deena Weinstein (Lexington Hooks; 331 pages; \$24.95). A sociological study of heavy-metal music and its accompanying

Identifying Crime Correlates in a Develop-ing Society: A Study of Socio-Economic and Socio-Demographic Contributions to Crime in Jamaica, 1950-1984, by Hyu-cinthe Ellis (Peter Lung Publishing; 289 pages; 5.00 85) pages; \$49.951.

Pages; \$49.95).
Turtie Boguer Afro-Carlibbean Life and Culture in a Coata Rican Village, by Harry G. Lefever (Susquehanna University Press; 256 pages; \$39.50). An ethnogruphic study of Afro-Carlibbean settlers in Tortuguero, a small village in north-custern Costa Rica.

THEATER

Chilean Theater, 1973-1985: Marginality, Power, Selfhood, by Catherine M. Boyle (Fairleigh Dickinson University Press; 224 pages; \$36.50). Explores prominent themes in Chilean theater since the right-

wing coup of 1973.

Erwin Pisoator and the American Theatre,
by Gerhard F. Probst (Peter Lang Publishing; 211 pages; \$45.95). Discusses the theatricul legacy of the German director who founded the Dramatic Workshop at the New School for Social Research in

FELLOWSHIPS

ANNOUNCEMENT OF A NEW FELLOWSHIP PROGRAM

American Council of Learned Societies Fellowships in **Humanities Curriculum Development**

he American Council of Learned Societies (ACLS) announces the availability of fellowships in the humanities for college faculty with a particular commitment to teaching. These awards have as their purpose the support of college faculty who wish to participate in a curriculum development project with ACLS teacher-fellows from a local school district. A maximum of eight grants of \$45,000 each will be made to college faculty members each year for non-renewable one year terms beginning fall 1992 for the 1992-93 academic year.

The purpose of the ACLS Elementary & Secondary School Curriculum Development Project is to improve the

teaching of the humanities in the public schools through the development of curricular materials reflecting current and emerging understandings of the humanities at the post-secondary level. This is to be done by means of the creation of a national network of public school teachers, college faculty members, and senior research scholars collaborating in seminars at selected major research universities.

Two grants for college faculty at each of four sites will be awarded for the 1992-93 academic year. Two fellows will work with public school teachers and with a senior humanist at each of the following institutions: the University of California, Los Angeles; the University of California, San Diego; Harvard University; and the

We are looking for committed post-secondary teacher-fellows willing to participate in the seminar on an equal footing with the public school teacher fellows and continue after the seminar to serve as a resource to those

The Post-Secondary-Fellows will commit themselves to continuing collaboration with the schools and the ACLS network, and, in addition, to produce two documents: a report of their fellowship year and an essay, suitable for publication in an annual ACLS compilation of scholarship from the project.

Requirements and Restrictions

- Applicants are required to be tenured and hold the Ph.D. or comparable professional qualifications. Applicants are required to show evidence of a special commitment to teaching.
- *Applicants' homes or home institutions must be within reasonable commuting distance of the research
- university hosting the ACLS Seminar and its cooperating school district. This fellowship may not be held concurrently with any other major fellowship or grant.

Application Process

To request a complete project description and an application form please write to: Fellowships Office, American Council of Learned Societies, 228 East 45th Street, New York, NY 10017-3398.

In the administration of its fellowship and grant programs, the ACLS does not discriminate on the basis of age, color, creed, disability, gender, marital status, national origin, race, or sexual preference. Membership in any constituent society of ACLS has no bearing on eligibility.

Lead funding for this program has been provided by the Pew Charitable Trusts.

Postmarked Deadline for Completed Applications: February 29, 1992 Decisions will be announced in April, 1992.

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FELLOWSHIPS, PRIZES

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RESIDENT RESEARCH PROGRAM

The Jerome Levy Economics Institute of Bard College is accepting applications for one-year, resident research positions to begin between June and September 1992. Applications are invited from scholars at all stages of their careers. This program is particularly appropriate for individuals planning sabbatical or other leave from their home institu-

The purpose of the Institute is to encourage and support economic research which will lead to more effective public policy. The Institute is nonpartisan and does not endorse any particular theoretical view or policy.

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- Scholars will spend the year at the institute's facility on the Bard College campus and devote full time to their research. They will be provided with extensive support including computer hardware and software, access to library resources, and secretarial services. Stipends are competitive.
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Professor Dimitri Papadimitriou Executive Director Jerome Levy Economics Institute of Bard College Annandale-on-Hudson, New York 12504

The John Grenzebach Awards for Outstanding Research in Philanthropy for Education

Council for Advancement and Support of Education

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copies of an abstract; and one full copy of the dissertation Outstanding Published Scholarship Award. \$2,000 stipend for author. Travel and lodging for author to the CASE Annual Assembly in Atlanta for award presentation. Articles, monographs, and books published during academic year 1990-91 are eligible for submission. Submission packets should include five copies of the published scholarship and

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For more information contact: Judy Diane Grace, CASE, 11 Dupont Circle, Suite 400 Washington, DC 20036. (202) 328-5985.

Teaching Fellowship: University of California, Santa Barbara

Women's Studies Program • Women's Studies Dissertation Scholars

The Women's Studies Program at the University of California, Santa Barbara invites applications for a disparation fellowship in Women's Studies for the academic year, 1992-1993. Candidates must be advanced to candidacy and expect completion of disparation during term of residence. Women's Studies Dissertation scholars will teach one undergraduate course and present on colloquium.

The Women's Studies Program has a multidisciplinary, multicultural curriculum and faculty. Applicants from any of the humanities or social sciences should demonstrate strong research and teaching interests in race, class, gender and cultural difference. Applications from actal, ethnic and other women campidates are strongly encouraged. The duration of the award is nine months, with the fellowship grant approximately \$16,000. Scholars are required to be in residence during the entire fellowship period. To apply, send curriculum vitae, a balet description of dissertation project, a writing sample (approx. 25 pages), and three letters of reference to Professor Patricia Gifne Cohen, Chair, Women's Studies Program, University of Catilomia, Santa Barbara, CA 93 106 by March 1, 1992. An Equal Opportunity/Africative Autorities Act of 1966)

Personal & Professional

The University of California at Berkeley has changed the names of two academic departments to show more sensitivity toward blacks and Asians.

The renamed units are the department of African American studies, formerly the Afro-American studies department, and the department of East Asian languages, formerly the department of Oriental languages

University officials say the name changes reflect department leaders concerns that the old names had become dated. There was concern that the term Afro-American did not reflect an African presence outside the United States and was even associated by some people with a hair style, they say. The term "Oriental" was not specific enough to describe the department of East Asian Languages and was seen by some students as a siur, they say.

From the Brown University professor who spelled out what was wrong with the American high school comes a new book prescribing ways it can be

Theodore R. Sizer's book Horace's School: Redesigning the American High School was published last week by the Houghton Mifflin Company. It is a follow-up to Mr. Sizer's 1984 book Horuce's Compromise: The Dilemma of the American High School. That book offered a stinging analysis of the American high school. A paperback version of it was also released last

In Horace's School, Mr. Sizer details what a better high school would be like. It would not measure students' abilities through tests but through activities that challenge them to use skills in realistic situations. Instead of memorizing the names of poets, for example, students would recite poems that have special meaning to their lives.

The new book is based on Mr. Sizer's work as chairman of the Coalition of Essential Schools, a group of 200 schools that are revamping curricula and teaching methods under a set of common objectives.

This year's winner of the Frederic W. Ness Book Award is Frederick S. Weaver, a professor of economics and aistory at Hampshire College.

The \$1,000 award is given by the Association of American Colleges to the author of the book judged to be the most significant contribution to liberal education published in the prize for *Liberal Education:* Criticai Essays on Professions. Pedagogy, and Structure, published by Teachers College Press.

The award, established 10 years ago in honor of one of the association's presidents emeriti, was announced last week at the AAC's annual meeting.

A Philosophy Professor Accuses Feminist Colleagues of Being Out of Touch and 'Hostile to the Family'

Continued From Page Al retary Lamar Alexander recently appointed her to the federal committee that oversees accrediting agencies. And several foundations have just provided her with grants so that she can take a year off from Clark to write a book about her ideas on feminist philosophy and political correct-

Never Intended to Be an 'Activist'

For all the attention she is attracting, Ms. Sommers insists she never intended to be "an activist" but wanted only to be a teacher and researcher. She got her start studying philosophy at New York University, where she received a bachelor's degree in 1971.

While at NYU in the late 1960's, she joined feminist support groups and helped take over buildings to protest the Vietnam War. "People say I've changed," she says, "but I don't feel that I've changed. I was protesting hypocrisy, and in those days it was coming from college administrators and the United States government. And now I feel it's coming from college administrators."

During a junior year in France, Ms. Sommers says she was attracted to the ideas of such philosophers as Jacques Derrida and Michel Foucault. But on her return to New York, she says, her professors were not impressed and urged her to read A. J. Ayer's Language, Truth and Logic.

The book, which she calls "a manifesto of truth and clarity," had "a profound effect," Ms. Sommers says. "After I read it, I started to be skeptical of intellectual fash-

After graduating, Ms. Sommers worked on her Ph.D., which she received from Brandeis University in 1979. Since then she's been at Clark, where she has a reputation as a popular teacher, but also as a divisive force.

She has published articles on moral education, animal rights, ethics, and Kant.

She led a successful fight at Clark to end the university's policy of asking faculty members proposing new courses to discuss "how pluralistic (minority, women, etc.) views and concerns are explored and integrated into the course." Ms. Sommers said the question was "intrusive and offensively moralistic." While many colleagues praise her stance on that issue, many also say she seeks to polarize the campus on various issues, rather than working to resolve differences amicably.

Exploring Research on the Family

Ms. Sommers first started to examine most by accident-when in 1986 she started to write papers on the responsibilities of adult children to their parents. She says she was interested in exploring how Kantian and utilitarian philosophers deal with family bonds.

As part of her study, she began to explore what various modern philosophers were writing about the family. When she came to feminist theory, she was stunned. "I started to run into this amazing litera-



Sandra G. Harding of the U. of Delaware: "This has a chilling effect on young cholars when they can expect that journals will ridicule people's work."

ture by feminists, which was so relentlessly hostile to the family, revolutionary, and patronizing to most women," she says.

Ms. Sommers stresses that-despite what her critics say-she is no Phyllis Schlafly. She is a registered Democrat, fuvors abortion rights, and does not spend all her time with her children. "As a liberal, I say live and let live. If people want to live in revolutionary family communes, that's fine with me," Ms. Sommers says.

What bothers her, she says, is that femi-



Camille Paglia of the U. of the Arts: She k pleased that Ms. Sommers takes on "the wildly overinfiated feminist reputations sitting like big fat ducks in academe."

nist philosophers in her opinion are denying choice to women who want traditions families. As she examined feminist theory. Ms. Sommers says she was struck by how it had evolved over time away from ideas

A 'Liberal Feminist'

Ms. Sommers classifies herself as a "liberal feminist." Such feminists she says. are in the philosophical tradition of John Continued on Page Al8

'SQUELCHING' THE OPPOSITION

Row Over an Unpublished Article Illustrates the Enmity in the Political Correctness' War

For an article that was never published, the piece that Christina Hoff Sommers wrote for The Atlantic is causing quite a stir.

The article, which criticized feminist philosophers as being out of touch with most women, was commissioned and written early in 1990. The magazine delayed its publication because The Atlantic had articles on "political correctness" that were more timely, said C. Michael Curtis, a senior ec the piece is on hold because many of its ideas have since appeared elsewhere.

The controversy centers on a letter sent to the magazine in 1990 by Sandra Lee Bartky, an associate professor of philosophy at the University of Illinois at Chicago. In the letter, Ms. Bartky discussed her work on feminist philosophy and urged The Atlantic not to print Ms. Sommers's article.

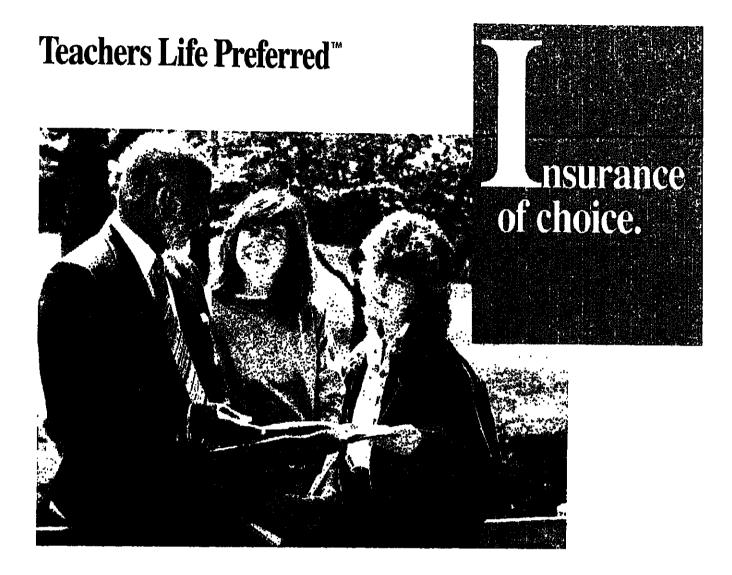
"I can assert with confidence that

many of Professor Sommers' most provocative claims about feminist scholarship are either uninformed, or deliberately misleading," she said in the letter. "In philosophical circles, Ms. Sommers is rapidly becoming known as a right-wing ideologue."

'An Outraged Response'

Ms. Bartky went on to note that a piece Ms. Sommers wrote for The Chronicle (October 11, 1989) "provoked an outraged response from a number of reputable philosophers." She urged The Atlantic "to seek a better informed and less prejudiced writ-

Asked about the letter, Ms. Bartky first denied she had asked The Atlantic not to run Ms. Sommers's piece. "I did not suggest censoring her so much as allowing, in the same issue, another Continued on Page A18



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A Philosophy Professor Riles Her Feminist Colleagues

Continued From Page A16 Stuart Mill and Mary Wollstonecraft, and today advocate equal pay for women and men, recruitment of women into fields that have traditionally been dominated wife beating.

Most feminist philosophers, Ms. en's studies at the University of Sommers says, are "gender feminists." Gender feminists, she says, want to eradicate wherever possible the differences between men and women and to abolish the tra- gender feminist eyes, however, ditional family. She says this comes about because they view and 'penetrate' her secrets is eswomen as a class.

'We Don't Want It'

Says Ms. Sommers: "It's almost as if you could take The Communist Manifesto and cross out class and put in gender."

Most women, Ms. Sommers says, want nothing to do with gender feminism. "We've heard what they are offering and we don't want it," she says. "Most women still enjoy a certain amount of male gallantry, they enjoy a male-female dynamic, certain ways of dress. Sure there are problems, but we don't want a revolution."

Even though most women reject their ideas, gender feminists have taken over women's-studies departments and important positions in academic associations, she says, and are keeping out "dissident feminists" who question their thinking. "I see them as a powerful cult," Ms. Sommers says.

She says it is dangerous for universities to have departments where only certain viewpoints are tolerated. "I know they have doctrinal feuds and they feel they have some sort of rich and complex intellectual diversity because they have Freudian feminists and ecofeminists and Marxist feminists and feminist separatists. But to me, it's just the gamut from A to B,"

Controversy Over an Article Illustrates Enmity of 'Political Correctness' War

Contined From Page A16 perspective. I suggested inviting one of the leading people in the field to give the other perspective," she said.

But when confronted with the fact that her letter contained no such suggestion, Ms. Bartky said it was legitimate to urge the magazine not to print Ms. Sommers's piece. "I wouldn't want a nut case who thinks there wasn't a Holocaust to write about the Holocaust," Ms. Bartky said. "Editors exercise discretion. By not asking someone to write a piece, that's not censorship, that's discretion."

Ms. Sommers has written about not influenced the magazine's han-Ms. Bartky's letter in an article dling of the article, and said he was that will be published later this month in Proceedings and Ad- not run the piece earlier. dresses of the American Philosophical Association. In her arti- letter: "It seemed to confirm some cle, Ms. Sommers says: "It would of the darker aspects of Ms. Somappear that some of our leading mers's article, which pointed out feminist philosophers are as ac- the extraordinary lengths some of complished at squelching and 'si- these women were prepared to go lencing' uncooperative women as to shape all discussion in which anyone out there in the 'heteropa- they had an interest.' triarchy.* "

Ms. Sommers's critics-many of them the people she criticizes—say the problems with her analysis become clear by looking at what she says about them.

Take, for instance, the recent by men, and stepped-up efforts to clash between Ms. Sommers and prevent such crimes as rape and Sandra G. Harding, a professor of philosophy and director of wom-Delaware. In a November piece in The Wall Street Journal, Ms. Sommers wrote: "Scientists are not nonnally thought of as violent. In mun's desire to understand nature sentially a demand for her sexual submission. As the University of Delaware's Sandra Harding, a leading feminist critic of science, explains: 'If we put it in the most blatant feminist terms used today, husband as scientist forcing nature

to his wishes." The quote is from a talk Ms. Harding gave about sexual metuphors in science. But Ms. Harding says that the quote refers to the metaphors used by scientists themselves-not by her-and adds that she does not believe scientists are the equivalent of rapists.

By using the quote, Ms. Harding says. Ms. Sommers "is trying to make us look sexually scandalous by implying that that is my major preoccupation."

Positive Influence Cited

The reality, Ms. Harding says, is that the feminist philosophical critique of science is gaining wider support among the public. She cites the recent push in Congress for more federal research on women's-health issues as an example of the positive influence of feminist philosophers. Scholars like herself, Ms. Harding says, have been saying for years that scientific rescarch is not "neutral" and that the public must examine who is benefiting from research policies.

Proceedings will also include a

letter from Marilyn Friedman, a

feminist philosopher from Wash-

ington University with whom Ms.

iournal articles. Ms. Friedman crit-

icizes Ms. Sommers (without using

her name) for making complaints

against various feminist philoso-

phers in public settings, rather than

Meanwhile, at The Atlantic, Mr.

---SCOTT JASCHIK

'The Darker Aspects'

Sommers has clashed in several

Ms. Jaggar says she stands by that sentence, but does not oppose all marriage or the concept of ro-

Ms. Jaggar adds that she finds it ironic to be portrayed as "antifamily" when she has been married for 25 years and has three children. She says, though, that she is uncomfortable mentioning her marital status because she does not believe marriage should be a credential for criticizing traditional family

going through committees of the American Philosophical Associa-

Some feminist scholars who have been criticized by Ms. Somwork Ms. Sommers hasn't discussed asked not to be quoted by Curtis said Ms. Bartky's letter had name for this story. They do have opinions about her, though. Several call her "dangerous" and say embarrassed that the magazine had that newspapers should not print her opinion pieces or write stories Mr. Curtis said of Ms. Bartky's on her. Others say she is in league with conservatives trying to push back the successes of the women's

> Several also say they are afraid of arguing with Ms. Sommers because they do not want to be mentioned in her speeches and articles.

Ms. Harding of Delaware says those fears are justified.

Ms. Sommers "is trying to demonize people," Ms. Harding says. She relates that at three places where she has been invited to speak, people have circulated copies of Ms. Sommers's writings about Ms. Harding and asked that the invitations be withdrawn. (In the end, none was.)

Ms. Harding also says of Ms. Sommers's writing: "This has a chilling effect on young scholars when they can expect that leading opinion journals will ridicule peodemic debate is conducted today. ple's scholarly work."

Sandra Lee Bartky, professor of

"I started to run into this amazing literature by

feminists, which was so relentlessly hostile to the

family, revolutionary, and patronizing to most women."

we'd talk about marital rape, the that Ms. Sommers draws from the philosophy at the University of illiquote is that Ms. McClary hates nois at Chicago, says Ms. Som-Beethoven and thinks he should be viewed as a sexist. But Ms. McClary says that one quote is "grossly out of the context."

Her scholarship, Ms. McClary says, examines why musical works that are described by critics in "masculine" or "virile" terms are typically thought of as great works while works that are described in "feminine" terms as "beautiful" tend to be considered second rate.

Another scholar whom Ms.

Sommers has attacked frequently

is Susan McClary, a professor of

musicology at the University of

Sommers's ire for describing Bee-

thoven's "Ninth Symphony" as

"one of the most horrifying mo-

ments in music, as the carefully

prepared cadence is frustrated.

damming up energy which finally

explodes in a throttling murderous

rage of a rapist incapable of attain-

Ms. McClary says the inference

Minnesota, Ms. McClary drew Ms.

The flap is ironic, she adds, because students in seminars she gives on Beethoven quartets think she is a "Beethoven groupie."

In a recent speech at the University of Michigan, Ms. Sommers said Ms. Jaggar of the University of Colorado opposed marriage and believed women were mistaken if they thought they were marrying for love. That is based on a statement in one of Ms. Jaggar's books: and departments," she says. "The ideology of romantic love has now become so pervasive that most women in contemporary capitalism probably believe that they marry for love rather than for eco-

nomic support."

'Dangerous' Conservative

mers and several others whose movement. Others question her in-

mers's agenda goes far beyond criticizing prominent scholars. "She is allied with the National Association of Scholars and she shares their agenda, which is to do away with women's studies, black stud-

'Old-Girl Network'

ies, multiculturalism, etc."

In answering her critics, Ms. Sommers says she does not want her writings used by people to block invitations to speaking events. She scoffs at the notion that her writings discourage young scholars from their work, saying that the gender feminists are the establishment in higher education today, and that an "old-girl network" exists for young feminists.

"These women think of themselves as victims, yet they have a whole new kind of women's studhuge salaries, they run programs

The criticism that particularly upsets Ms. Sommers are the charges that she is a right-wing ideologue and takes other scholars' quotations out of context. "Instead of making a good-faith effort to respond to my arguments, they

resort to name calling," she says. "They are happy to take the praise for starting an intellectual revolution, but when I cite the positions that are revolutionary, they say I quote them out of context. If they have these positions, they should have the intellectual integri-

ty to take responsibility for them. "In the cozy confines of feminist workshops, their positions are even more radical."

While Ms. Sommers infuriates many feminist theorists, she also has strong supporters in academe. Daniel Bonevac, chairman of the philosophy department at the University of Texas at Austin, says: "Within the academy, a group of

thinkers has taken feminism in ways that seem to real-world feminists as bizarre. It's true these thinkers are angry with her, but that's because they rely for their legitimacy on identification with real-world feminists and Christina's blown their cover."

Personal & Professional

Camille Paglia, professor of humanities at the University of the Arts and another prominent critic of feminists, says Ms. Sommers is "deft, incisive, and learned" and that the attacks on her by feminist theorists are typical of the way aca-

Ms. Paglia says she is pleased that Ms. Sommers's work takes shots at "all of the wildly overinflated feminist reputations sitting like big fat ducks in academe."

For the next year, Ms. Sommers will devote herself to doing just that, as she works on her book. When she is done, she says, she wants to return to more traditional aendemic work, particularly looking at issues such as moral education in the schools. "This activism unfortunately seems to take all my time," she says.

Ms. Sommers says she is optimistic that, over time, women'sstudies departments will represent a broader range of views. She is pleased that Clark's women'sstudies department agreed to cross-list her course in feminist theory last semester, after first refusing to do so.

In the end, Ms. Sommers says she believes the changes she wants to see will come from the women just now entering academe. "Maybe a generation of women who perhaps aren't as bitter and don't have an ax to grind will bring more vitality and humor and joie de vivre. Ms. Sommers says, "and we'll get

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Aothe Learning: Greating Excitement in the Classroom, by Charles C. Bonwell and Lawrence A. Figen (Active Lawrence Higher) the Gisserborn, by Charlete Ric Higher and James A. Eison (Astite-Eric Higher Education Reports, George Washingtor University, One Dupont Circle, Suite 630, Washington 20036; 104 pages; \$12.73 630, Washington 20036: 190 Backs, 2017-19 prepaid for members of the Association for the Study of Higher Education, the American Association for Higher Education, the American Educational Research Association, and the Association for Institutional Research; 517 prepaid for non-substitutional Research; 517 prepaid for non-substitutional Research; 517 prepaid for OMILIA embers; make checks payable to GWU enc). Suggests modifications and ulter-natives to the traditional lecture formut of

natives to the traditional fecture format of college instruction.

Assessing College Outcomes: What State Laders Need to Know (Education Commission of the States, 707 17th Street, Suite 2700, Denver 80202; 24 pages; \$6 prepaid). A guide for policy makers.

Association of American University Presses Directory, 1991-1992 (Association of American University Presses, distributed by University of Chicago Press, 5801 South Ellis Avenue, Chicago Mto 17; 238 pages; \$14.95). Presents information on the personnel and publishing programs of the personnel and publishing programs of the 99 member presses of the AAUP.

the 99 member presses of the AAUP.
Idenational Exchange Locator: A Guide to
U.S. Organizations, Fodoral Agencios,
and Congressional Committees Active in
International Educational Exchange, edited by Jynks Burton (Limison Group
for international Educational Exchange,
available from Institute of International
Education Books, 809 United Nations
Plaza, New York 10017; 183 pages; \$25.
plus \$3 for shipping).

by S3 for shipping).

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hung: 87 pages; \$10.95, plus \$2.95 for shipping). Using the Possible Draum: The Single Parent's Guide to Gollege Success, by Julia Riey (Johnson Books, 1880 South 57th Court, Boulder, Colo. 80301; 262 pages; \$12.95, plus \$2.50 for shipping). Frances on the concerns of single parents who want to pursue college degrees to improve their families, economic circumstances; topics include fluoncial aid, child care, study skills for busy parents, and overcoming anxietics about the academic overcoming anxieties about the academ

overcoming anxieties about the academic experience.

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New Life for the College Curriculum: Assessing Achievements and Furthering Progress in the Reform of General Education, by Jerry O. Gaif (Jossey-Hasspublishers, 350 Sansome Street, San Francisco 94:104; 271 pages; \$29.95 pre-paids. Reports on a survey of chief academic offerers at press the different entered the conference of the street the defice of of the street ald). Reports on a survey of chief aca-lanic officers at more than 300 colleges

and universities.

Open Deors, 1990/1991: Report on International Educational Exchange, edited

(Publication)

National Educational Exchange, edited by Marianth Zikopoulos (Publications Service, Institute of International Education, 809 United Nations Plaza. New York 10017; 194 pages; \$36.95, plus \$3 for shipping). Contains the results of the LLE's latest census of foreign students in the United States.

Public Tulton and State Expenditures for Higher Education, 1984-1988, by Gordan Van de Water (National Conference is 31ste Legislatures, Book Order Department, 1560 Broadway. Suite 700. Denver 80202; 23 pages; \$15, plus \$1.50 for shipping), Reports on changes in taillon keels relative to changes in personal disposable income, and on changes in Mate amport for higher education as aducated by the Higher Education Price Indexities the state of the

ratio University: A Contury of Jesufi Edu-eation, by Wali Crowley (Bookstore, Se-

attle University, Brondway & Mudison, Scattle 98122; 127 pages; \$19.91, plus \$3 for shipping). Traces the university's his-tory since its founding as a parish school

in 1891.

Social Consciousness and Career Awareness: Emerging Link in Higher Education, by John S. Swift, Jr. (ASIE-1 Rt:
Higher Education Reports, George
Washington University, One Dupont Circle, Suite 630, Washington 20036; 104 pages; \$12,75 prepaid for members of the Association for the Study of Higher Education, the American Association for Higher Education, the American Educational Research Association, and the As-sociation for Institutional Research; \$17 prepaid for non-members; make checks payable to own-patc). Argues that colleges and universities should actively promote civic responsibility and volun-

Research (New Directions for institutional Research No. 72), edited by David M. Fetterman (Jossey-Bass Publishers, 350 Sansonw Street, San Francisco 94104; 88 pages: \$14.95 prepaid). Discusses ethno-graphic interviews, participant observation, and other methods of qualitative

Professor Fired After Sexual-Harassment Charge

the University of Texas at Austin has been fired after universisexually harassed a graduate

The Board of Regents of the university system voted unanimously last month to dismiss Donald M. Stadtner, an assoat the university for 14 years. The decision came after a faculin September, determined that ment to *The Chronicle*. Mr. Stadtner had committed

AUSTIN sexual harassment and recom-A tenured faculty member at mended that he be dismissed.

In an interview, Mr. Stadtner denied the charge and said it had ty officials determined he had been "encouraged" by a faculty member outside his department with whom he had had a longrunning dispute. "Harassment promises to be the litigation of the 90's, and academics must prepare themselves for a numciate professor of art history ber of false charges, many of which might involve students used as pawns in faculty polity committee, after a hearing tics," he said in a written state-

Campus officials refused to

tions against Mr. Stadtner. According to a local newspaper report, the student who complained said Mr. Stadtner had harassed her in class, and both on and off the campus from the fall of 1989 to the spring of 1991.

After the faculty panel reached its conclusion, 33 members of the Department of Art signed a letter on Mr. Stadtner's behalf, saying they had never heard any suggestions that he had behaved inappropriately with students.

-KATHERINE S. MANGAN

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*As of November 30, 1991. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

The Department of Energy is opening two new high-performance-computing research centers this month—one at Los Alamos National Laboratory and the other at Oak Ridge National Laboratory. Both centers will use prototypes of supercomputers to be installed in working increments over the next 12 to 15 months.

Researchers at the centers plan to experiment with applications of new computer systems to scientific, environmental, and economic problems. As initial projects, the Oak Ridge center will tackle the problems of modeling the movement of pollution in groundwater, while the Los Alamos facility will concentrate on global climate modeling.

Students from seven highereducation institutions—Rice, Texas A&M, and Vanderbilt Universities; the Universities of South Carolina, Tennessee at Knoxville, and Wyoming; and the State University of New York at Stony Brook—will work on research projects with the Oak Ridge center.

Lafayette College students who want to communicate with the president use the campus computer network and leave a message on the presidential bulletin board.

Students can comment on campus issues, register complaints, and bring any matter to the administration's attention. Typical messages concern the condition of the residence halls, the cost of food in dining halls, and the economic impact of the new college center on student hangouts on the campus.

The president, Robert I. Rotberg, usually responds electronically to the notes in a day or two, depending on his schedule, but he also reserves the right not to comment at all.

For anthropology professors who want their students to get a feel for their field, the Smithsonian Institution is offering a series of videotaped dialogues between professionals.

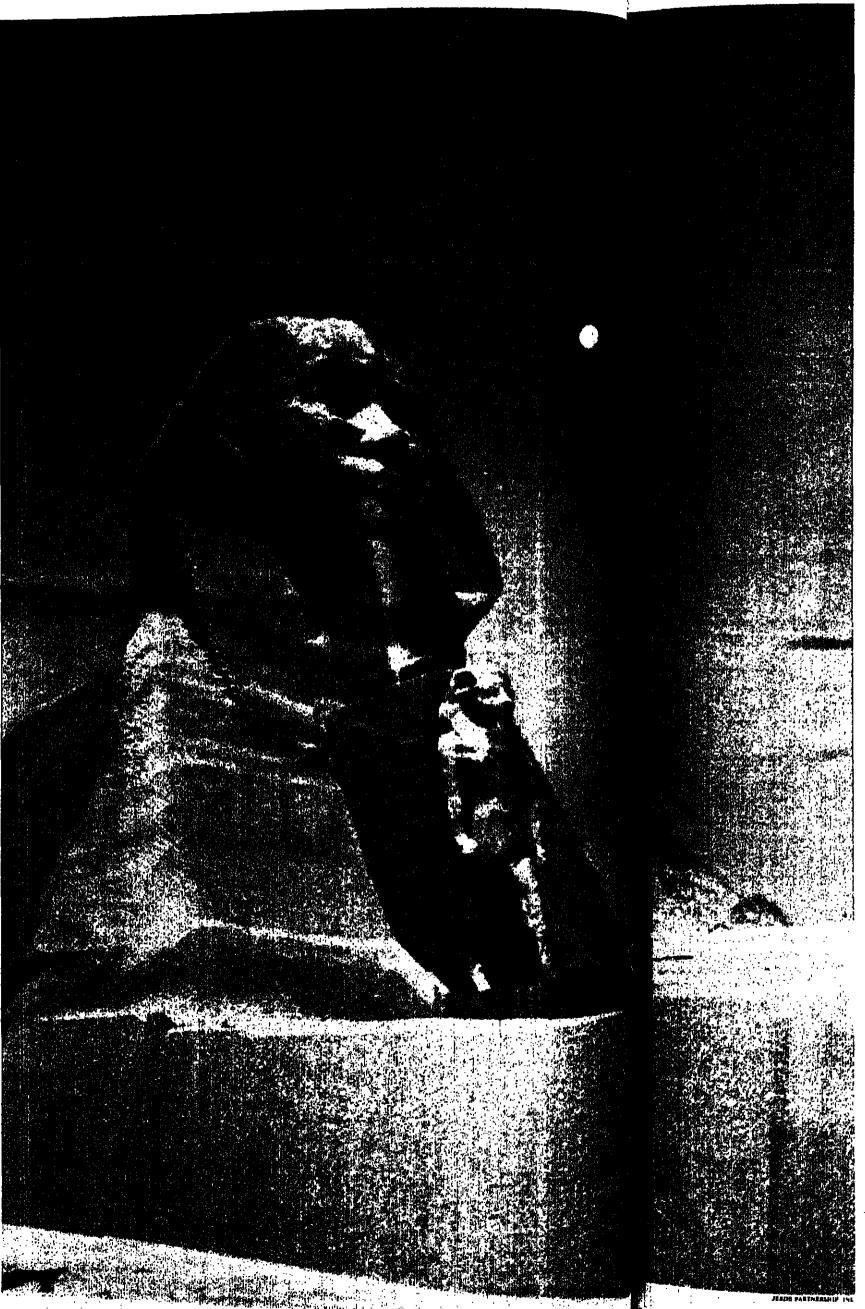
The dialogues, in which one anthropologist interviews another, often shed light on the influence professors have on students' decisions to concentrate on anthropology. They also reveal anthropologists' views on methods of research and on their relationships with associates and field assistants,

The scientists are from all four sub-fields of the discipline—archaeological, cultural, liguistic, and physical anthropology—according to John Homiak, acting director of the Human Studies Film Archives, which keeps the tapes.

Currently, 27 videotapes are

available. They run between one and two hours and cost \$40 each. For more information, contact John Homiak, Human Studies Film Archives. National Museum of Natural History, Smithsonian Institution, Room E307,

Washington 20560; (202) 357-3349.



Information Technology



In studying the Great Sphinx of Egypt (above), researchers have created a computerized image of the monument as it may have appeared 3,400 years ago (composite photograph at left).

By DAVID L. WILSON

plateau near Cairo, Egyptians saw an enormous head protruding from the desert. When they cleared away the sand, they found a deteriorating figure with the body of a lion and the head of a man. At that point, the Egyptians began the first restoration of the Great Sphinx, which had been carved from a single rock by their ancestors nearly 1,200 years before.

Today researchers can study a computer representation of the Sphinx as it appeared after that first restoration. They can examine the electronic reproduction from any angle and in any convenient form, from a wire frame showing the monument's contours to a picture so realistic it rivols a photograph.

The computer representation also offers the first detailed "map" of the Sphinx as the monument exists today, accurate to a millimeter.

With the computerized Sphinx, "we can preserve the form of the ancient object for future generations. Hopefully, we'll be able to preserve the real thing as well," says Mark E. Lehner, an assistant professor of Egyptian archaeology at the University of Chicago's Oriental Institute, who helped develop the computer version.

Mr. Lelmer gathered many of the data used to create the electronic Sphinx in 1979, taking photographs of the monument using photogrammetry, a process that can capture an object in three dimensions. He also took physical measurements of the monument, spending two years clambering about the Sphinx with a tape measure, drawing a master plan.

The data lay around for the better part of a decade until they were digitized—transformed into numbers that computers can understand and manipulate—by technicians at the Jerde Partnership Inc., an architectural firm in Venice, Cal.

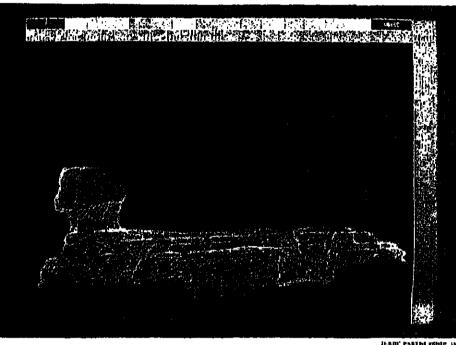
The work would have been prohibitively expensive just a few years ago, says Mr. Lehner, but advances in computer technology meant that the hardware and software for the project could be obtained for under \$15,000.

Using a desktop computer and off-theshelf software, experts at Jerde created a contour map, technically known as a wireframe model, of the Sphinx. Technicians developed the model by tracing over Mr. Lehner's hand-drawn maps with an instrument that can sense movement. The movements of the instrument were stored within the computer, which then reassembled the lines and displayed them on the screen.

The wire frame, which showed the Sphinx in three dimensions, could be ex-

An Electronic Restoration of the Great Sphinx

Researchers can study its image from any angle



This three-dimensional "wire framework," generated by computer, enables researchers to examine the contours of the Great Sphinx from any angle.

amined from any angle. However, it had some disadvantages.

"At that point, we had the shape of the Sphinx, but it was like a mass of spaghetti," Mr. Lehner says.

Additional software allowed technicians to put a realistic "skin" on the framework. "It was like sculpting the Sphinx again in the computer, based on our data," says Mr. Lehner.

At present the contours added to the wire-frame model are able to display changes only about every 10 inches, or 25 centimeters, but the data can generate an image with much more precision. "We're going to develop finer and finer detail," says Mr. Lehner.

Most archaeologists believe the Sphinx was carved about 2,600 s.c. "It was created like Mount Rushmore," according to Mr. Lehner. (It was commissioned by Pharaoh Khafre after he completed building the second of the three pyramids on the Giza plateau.)

Eventually, Giza and its monuments were abandoned to the shifting sands. About 1,200 years after it was originally built, the site was rebuilt by the Egyptians under Pharoah Thutmose IV, who was, Mr. Lehner notes, "Tutankhamen's great, great grandfather."

At that time, around 1,400 B.C., the

"The Sphinx is unique,
and there's so much concern
about it that it's sort of a
flagship for all the issues
of conservation and our
archaeological heritage."

Egyptians had conquered many neighboring peoples, and a sense of heightened nationalism led them to excavate and repair many abandoned monuments, including the Sphinx. "All states do this in times of great expansion—kings and monarchies in particular," says Mr. Lehner. "It's the equivalent of the English monarchs' building new chapels at Cambridge, or Presidential libraries, commemorating a period of power."

Under Thutmose, a casing of high-quality limestone was added to the Sphinx. The actual body of the statue is badly weathered today and, says Mr. Lehner, "it was probably badly weathered back in Pharaonic times."

HE ROCK from which the Sphinx was carved is limestone that was formed 50 million years ago as scawater retreated northward to the Mediterranean. "The bottom layer of the Sphinx is a very hard, brittle stone that was a coral reef," says Mr. Lehner.

That layer passes through the Sphinx from a height of about nine feet in the rear, sloping to about two feet at the front paws. On top of this layer are alternating soft and hard layers that weathered badly, even in ancient times. The head is a hard layer, but it is not brittle like the coral reef below.

"It's nicely carveable, and that's why fine relief like the eyebrows and the lips, where they're not damaged, still remain after 4,600 years without being weathered away," says Mr. Lehner.

Additional casings and patchwork repairs were added to the original restoration, probably around 500 s.c. and again under the Romans, he says.

The computer model gave Mr. Lehner a

Continued on Page A23

LIBRARIES

- **■** Computer project will catalogue fiction by subject headings
- Patent office offers on-line access to its main data bank
- Multimedia program aims to teach reading and writing skills

supporting the project with a

"Crystal Ball' locates electronic information about chemistry

the Online Computer Library Center are sponsoring a pilot project designed to add subject headings to computerized bibliographic records for works of

Linda G. Gabel, senior qualitycontrol librarian for the ocuc and manager of the project, says that until now; library users have been unable to gain access to adult fiction by subject. Traditionally, fiction is catalogued by author, title, publisher, place and date of publication, size, and call number.

Subject access has been available for collections of stories but not for novels. "If you wanted to get a collection of Christmas stories by subject, you could get it, but if you wanted a particular book that had a Christmas setting, you could not find it," Ms. Gabel says.

Eight libraries are adding subject headings to records in OCLC's massive data base, and those additions are being transferred to the Library of Congress's data base.

Ms. Gabel says many libraries have been adding subject headings on their local electronic cataloging systems for years, but the oclc system was not capable of this procedure until recently. "The Library of Congress has found that it is not cost-effective to do subject access for individual works," she

For more information, contact Linda G. Gabel, Online Computer Library Center, 6565 Frantz Road, Dublin, Ohio 43017; (614) 764-6374.

Three North Carolina university libraries have joined forces to develop a major collection of volumes on life in the South.

The two-year project, called Documenting the Contemporary South, will be built on the strong pre-World War II collections of Southern Americana at the three institutions-Duke University. North Carolina State University, and the University of North Carolina at Chapel Hill.

Says Suzanne Striedieck, associate director for technical services and collection management at North Carolina State: "What we want to do is update those collections." The project is not designed develop an aid to scholarship. "The idea is that you'll be able to come to one place and have a really rich, broad collection of material. Many of these materials are not unique, nor are they in danger of disappearing," she says.

The project will be built on Southern folklore, literature, and industries, she says. The additions will be in the form of microfilm. compact disks, and videodisks, as well as standard paper materials. "We'll take advantage of

and the same of the same of

■ Collection of volumes on life in the South under development

The Library of Congress and any format we can get," she leigh, N.C. 27695; (919) 515-7188; SUZANNES@LIBRARY.LIB. The U.S. Education Department NCSU.EDU.

> \$267,000 grant, which the three libraries will use to buy materials. The U.S. Patent and Trademark Office is offering, on a For more information, contact Suzanne Striedieck, North Carolina State University, Box 7111, Ra-cess through selected libraries sities of Nebraska and Utah.

to its main data bank in Arling-Gil Weidenfeld, U.S. Patent and ton, Va. Fourteen of the office's 69 Trademark Office, 2121 Crysta patent-depository libraries are participating in the experiment.

Drive, No. 906, Arlington, V. 22202; (703) 305-8600. Electronic searches in the Patent Office in Washington cost about \$25 an hour, but searches through participating libraries will be free County Community College's during the testing period.

learning-resource center is us The system offers users the full ing a multimedia program, called the Principle of the Altext of patents issued since 1970. current as of the most recent Tuesphabet Literacy System (PALS) day. It does not include pictures. Users can search by company, type of device, or material, and develop their own data bases.

es students functioning below the Institutions whose libraries are sixth-grade level basic reading and participating in the experiment include Arizona State, Auburn, spelling skills." says Patricia L North Carolina State, and Oregon Phillips, coordinator of adult basis two-year-trial basis, on-line ac- State Universities and the Univereducation at Davidson, Another component of the multi

information Technology

media program teaches touch typ-"Students spend half of their time on the PALS software and the other half learning how to type," she says. After they learn to type, students move into creative writing and résumé production, where they improve both reading and

writing skills. PALS integrates voice, music, still images, video, graphics, and text. Ms. Phillips says the multimedia aspect of the program makes it an effective tool for students who are functioning at the level of a second-grader or lower.

"The students who have made a good deal of progress say the computer will repeat the same thing hundreds of times until the student understands it," she says. Students say that makes learning easi-

er than it would be with a human

Davidson was one of a dozen institutions, most of them public libraries, that were given a PALS laboratory in 1990 through a project co-sponsored by the Library and Information Technology Association and the International Business Machines Corporation, which developed PALS.

For more information, contact Patricia L. Phillips, Davidson County Community College, P.O. Box 1287, Lexington, N.C. 27292; (704) 249-8186.

Students at Yale University are using the "Chemist's Crystal Ball" to locate electronic information about chemistry, in- catalog.

cluding bibliographic, database, and on-line information.

The system is designed for Apple Macintosh computers with "HyperCard" and lets students view information in the electronic form of an index card, according to its developer, Kimberly J. Parker, a geology and chemistry librarian and science bibliographer.

While the system is now being used in three libraries on the campus, she says, "I'm still calling it a prototype version, because I'm not satisfied yet with what it's doing."

With the system, says Ms. Parker, students can send or receive an electronic message, paste it into a paper, add a drawing of a chemical structure created by the Briefly Noted machine, and search the library

"The system is intended for basic users," she says. "People who know what they're doing tend to get frustrated by the menu." She is trying to adapt the system so a

> move items from the menu. The system was developed with support from the Apple Corpora-

chemistry professor can add or re-

For more information, contact Kimberly J. Parker, Kline Science Library, Yale University, 219 Prospect Street, New Haven, Conn. 06511; (203) 432-3439; кгм-BERLY_CATSMTP.YCC.YALE.EDU.

-DAVID L. WILSON

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■ The Library of Congress has issued an update to the "USMARC 9678 or (607) 722-1449.

Format for Holdings Data" with changes and additions recommended in the last two years by the Machine-Readable Bibliographic Information Committee. The format includes codes to accommodate non-serial holdings. "Update No. I" is available for \$20 from the Library of Congress, Cataloging Distribution Service, Washington 20541-5017; (202) 707-6100.

■ Electronic Information Systems in Sci-Tech Libraries, a collection of articles on library networks and data bases edited by Cynthia Steinke, director of the Institute of Technology Libraries at the University of Minnesota, is available for \$22.95 from Haworth Press, 10 Alice Street, Binghamton, N.Y. 13904-1580; (800) 342-

Computerized 'Map' of Great Sphinx Aids Researchers

Continued From Page A21 unique opportunity to develop a three-dimensional representation of what the Sphinx might have looked like after it was restored by Thutmose, Mr. Lehner gave the computerized rendering the face of the Sphinx's original patron, Pharach Khafre, whose visage he took from a known statue of the monarch, digitized, and knitted into the existing features of the Sphinx on the computer.

Fragments of the Beard

Scholars have known for years that the Sphinx originally had a beard, but only fragments of it remain. Mr. Lehner says he was able to add the beard to the simulation after studying the fragments. "It was quite easy to extrapolate the rough shape, length, and even the braiding of the beard," he says.

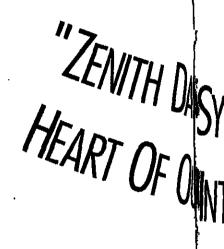
Fragments of a statue were found with the beard fragments. and some ancient records suggest that a statue of a pharaoh stood between the naws of the Sphinx, says Mr. Lehner, who added such a figure to the simulation by digitizing a statue of Ramses II. The original statue was probably a striding figure of Amenhotep II, the father of Thutmose, he says.

Although Mr. Lehner's recreation of the Sphinx as it might have appeared some 3,000 years ago has attracted attention, he says, "the most significant aspect of this project is the model of the Sphinx as it is today."

New advances in computing have made it even easier to produce computer models. "We're computer modeling the entire Giza plateau at the Oriental Institute computer laboratory," he says.

Using the computer model, Mr. Lehner says, conservationists can study the probable effects of erosion on the Sphinx over decades, and can experiment with different preservation techniques.

"The Sphinx is unique, and there's so much concern about it that it's sort of a flagship for all the issues of conservation and our archaeological heritage," he says. "Our studies of how best to preserve the Sphinx may have a lot to teach about conserving valuable works of art and monuments that can never be replaced."



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eet Southeastern Louisiana University's School of Nursing -where graduates consistently score in the upper-90%

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Developed by Vinay Lobo, SLU's Information Systems Coordinator, this fully integrated audio and video system is based on Zenith Data Systems' Z-386SX desktop PC and Flat Technology Monitor. Using laser disc technology, it depicts nurses and patients in a wide range

of real-life "what-if" situations. For example, students

can view a scene in which a newly diagnosed cancer patient tells a nurse about the difficulty he's having informing his family about the illness.

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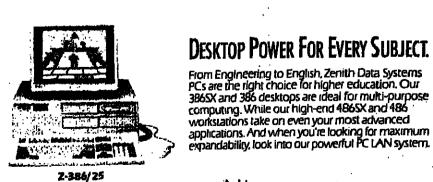
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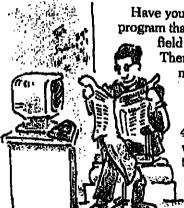
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basic data structure; includes students to basic data structure; includes stacks, queues, linked lists, and binary trees; \$25; quantity discounts. Contact: Intellimation, Department OAPO, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

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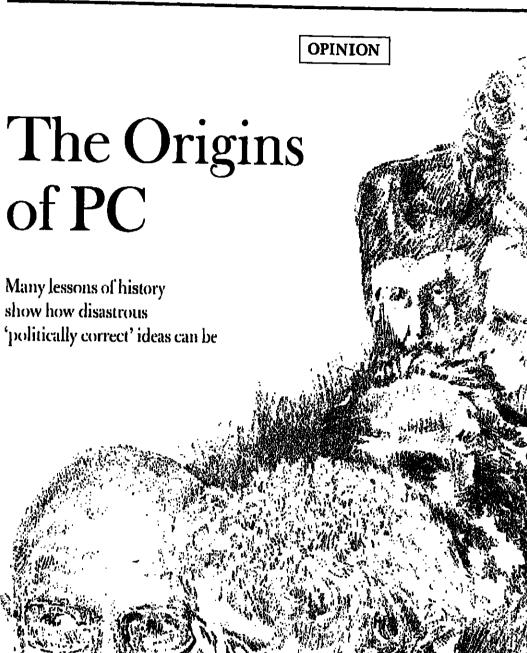
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THE CHRONICLE OF HIGHER EDUCATION

Section 2

January 15, 1992



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Bulletin Board B8-71

By John M. Ellis OTH SIDES in the current debate about "political correctness" assume that modern theory—whether political, social, or literary—has produced the ideas that are the focus of the present controversies: cultural relativism, hostility toward racism and sexism in Western society, suspicion that classic books provide elitist rationales for controlling women and the lower classes, and an emphasis on power relationships. But these ideas are not new, and theory is not their source. From the earliest times, inhabitants of Western society have been prone to recurring fits of politically correct—but quintessentially Western-self-doubt.

In the first century A.D. the Roman historian Tacitus wrote an idyllic account of the Germanic peoples. Compared to civi-

the third world of their day. Yet to Tacitus they were remarkable people-so instinctively democratic that their kings ruled only through persuasion and their generals commanded by example rather than rank. They had no greedy financiers, and they valued the opinions of women. But when Tacitus says that no one in Germany finds vice amusing and that Germans are not corrupted by the excitements of banquets and public spectacles, we become suspicious. What was really on his mind was the corruption and decadence of imperial Rome, not the virtue of Germans.

fized Romans they were barbarians, part of

The situation is familiar: A sophisticated man of letters, disillusioned by the flaws. inconsistencies, and retrogressions of a great civilization, deludes himself into thinking that primitive innocence exists

among people who have remained untouched by that civilization. He sees his own culture not as an improvement on brutish natural behavior but as a departure from natural goodness. This recurring western tantasy runs from Tacitus's idea ized Germans to Margaret Mead's sentimentalized Samoans and finally to the more general form prevailing today. Notable episodes along the way include Rousseau's adulation of the Noble Savage, the German Romantics, and Marx's imagined society whose state will wither away, presumably when natural goodness can substitute for law.

History has been brutal to these illusions. Tacitus did not live to see his noble Germans run amok in the centuries that followed: The victims of the reign of terror

Continued on Following Page

OPINION:

History Shows How Disastrous Politically Correct' Ideas Can Be

Continued From Preceding Page that gave us the word "vandalism" saw little "natural goodness" in the Vandals of the fourth and fifth centuries; nor did those who encountered the Goths and the Vikings find much to admire. Rousseau died too soon to witness the Terror of the French Revolution, and Marx was comfortably buried long before the world saw his proletarian leaders become too fond of the states that they ran to let them wither

ODAY's political correctness bears more than a broad-brush similarity to these thinkers' recurring fantasies, however. For example, the idea that "deconstructing" the Western canon reveals how elites use their power to control the lower classes sounds as if it comes straight from Foucault, Derrida, and Gramsci, But Rousseau said as much more than 200 years ago: "Princes always view with pleasure the spread among their subjects of a taste for the arts. . . . The sciences, letters and arts . . . cover with garlands of flowers the iron chains that bind them, stifle in them the feeling of that original liberty for which they seemed to have been born, make them love their slavery, and turn them into what is called civilized people." Here are all the essential elements of the avant-garde idea of our daring modern theorists: The sciences and the arts are really all about social con-

But, unlike Rousseau, we know what happened next in history. The free expression of ideas by creative writers and philosophers of the Enlightenment proved highly dangerous to princes, who correctly saw these ideas as subversive and censored them. Rousseau's idea turned out to be foolish in his time, and it surely is just as foolish in ours. Modern princes, whether they rule in Baghdad or Havana, obviously think so too, judging by their practice of censorship. Rousseau did not need modern literary theory to reach his view; nor did he "deconstruct" the canon to reveal a "repressed politics." He just invented a crude, unrealistic conspiracy theorywhich is what it remains, even in its chic modern formulation.

Another old "new" idea is the fashionable theory of cultural relativism. By the

late 18th century, some European cultures were much more advanced than others. The cultural dominance (or should I say "hegemony"?) of France was much resented in Germany, where some began to question the right of those French cultural imperialists to judge Germany as culturally backward. The critic and philosopher Johann Gottfried Herder invented multicultural theory and cultural relativism when he proclaimed that cultures can only be judged by their own unique standards. No culture is better than another, he said; they are just different, and we should celebrate the differences. Herder proceeded, however, to disparage high culture as artificial and praised the low culture of the German Volk as genuine, thus breaking the cultural truce that relativism was supposed to offer. Modern multiculturalists follow Herder, first asking us to celebrate difference and then denouncing Western culture as

The advantage of locating an idea in its historical birthplace is that we can see how it fured. The fate of Germany's cultural tarianism is sadly mistaken: The lesson of history is that they are more likely to unleash dangerous forces of the extreme

The collection of fairy tales gathered by the brothers Grimm showed the unreality of the second part of Herder's theory, that the German folk culture was to be preferred to any high culture. The Grimms set out to document the natural eloquence of the German Volk by collecting tales verbatim from untutored peasants. But the Grimms' sentimental preconceptions must have clashed with what they found in the real world. We now know that their sources were almost exclusively middleclass friends or simply books—even French books-and that they rewrote everything to create an illusion of folk narration. The familiar desire to be nolitically correct had led the brothers to

We cannot blame Tacitus for not anticipating the Vandals and Goths, nor Rousseau for not foresecing Robespierre, nor Herder and the Grimms for not seeing

where celebrating the ethnicity of the Ger-

man Volk would lead. However, we can

ask that people who want to take us

through the funtasy yet one more time first

confront the lessons of history that show

how disastrous "politically correct" ideas

Moreover, modern communications

give us a much greater knowledge of our

world than Tacitus or Rousseau had of

theirs. There is no excuse now for ignoring

the violent ethnic, religious, and political

clashes of the non-Western third world or

for sentimentalizing the often appalling

treatment of women there. Nowadays, it

takes an extraordinary act of self-decep-

tion to avoid seeing that it is the developed

countries that are slowly leading the world

away from racism and male dominance. In

seeking an end to racism and sexism, we

have proved to be.

"Anyone who thinks that cultural relativism and the celebration of ethnicity must lead to egalitarianism is sadly mistaken: The lesson of history is that they are more likely to unleash dangerous forces of the extreme right."

relativism was partly amusing and partly tragic. Almost immediately after Herder developed his theory, Germany began to produce a series of cultural giants: the composers Mozart, Haydn, Beethoven, and Schubert; the philosophers Kant, Hegel, and Schopenhauer; the writers Gocthe, Schiller, Kleist, and Hölderlin; and

s THE GERMANS began to dominate European culture, cultural relativism seemed less attractive to them. But the celebration of the German Volk sowed the seeds of a virulent and persistent German nationalism that was to become part of the Nazi ideology. Anyone who thinks that cultural relativism and the celebration of ethnicity must lead to egali-

> automatically ally ourselves with certain Western values. Although proponents of ideas considered to be politically correct claim that they are grounded in "theory." these ideas cannot survive theoretical, that is, analytical, scrutiny. Take the showpiece argument, which is evidently considered one of great sophistication, that language conceals hidden power relations between men and women or between different classes and ethnic groups. Thus the apparent subject of a piece of language is set aside and its underlying real subject is said to be power and dominance.

But any parent of a rebellious teen-ager knows this argument too well to find it novel or sophisticated. Teen-agers, too, are apt to reduce any topic of discussion to one of parental control and power. A parent, trying vainly to insist that issues such as safety and responsibility are just as relevant, if not more so, easily recognizes a primitive method of argument that reduces a complex state of affairs to a single factor. The argument remains primitive, whether

used by Foucault or a 15-year-old. An additional theoretical flaw is the obvious contradiction that exists between

ideas such as cultural relativism, on ophand, and the deminciation of sexisper racism on the other. The former stances mes that norms transcend particular at tures, while the latter asserts that cotain norms should override cultural diffe. ences. Real theorists would not grab an argument that happens to suit them atthmoment and then ignore the overalloon teney, or inconsistency, of their mi

the self-styled theorisis ideal fied with political correctness their very un-theoretical liabit of evalur the arguments of their critics. Sometime they hide: For example, as deconstructive has become more difficult to defend men of the leading deconstructionists seems he edging quietly toward the door, ignoring their obligation to their students and to other scholars to deal forthrightly without icisms. That is not the way of the theorie

Most often, those under attack dismin counter-arguments by labeling those whi make them as conservative or hosiky the progress of women and memberal minority groups. But this approach the grates the critic without addressing the criticism; until now the ad hominem app ment has not been considered serious as demic analysis.

A more radical mode of avoidance been to deny that any issues need to k discussed. Stanley Fish, professor of Eslish at Duke University, tells us that the fuss about political correctness has been stirred up by right-wingers from outsik academe. Thus no legitimate scholarly& bate even exists. We also are told that the press has created much of the problems that criticism of ideas such as mulicular alism or the new literary "theory" Ba anti-intellectual attack on academe ingo eral again, presumably from the outsix

Evidently, J. Edgar Hoover and Richard Nixon are the role models of those whole such arguments to avoid responding & critics in any substantive way: Home routinely met criticism by chiming that came from outside agitators and Comm nists, and Nixon blamed his troubles the press. Real theorists would want to the gage, rather than to evade, the argument of their academic colleagues and to gove inely join the debate that is now under

HE ROOL OF THE PROBLEM'S IS the mind-set of an academic soci activist is not that of a theorie. Theoretical analysis follows where the goment leads, but activism determine where the argument must go and was only support for that predetermined disc tion. Theorists are intrigued by the since ture of arguments, while activists of want to win them. Activists see their opportunity nents as immoral people from whom not ing can be learned, but theorists regard b tellectual opponents as useful predum who pick off weak arguments and leave remaining ones stronger. This is whythe hands of academic activists, ideas at phy into the absurdities that are pillone the national press. Activists underestit the power of ideas to move the world; it try to impose them through political er. But the pursuit of power corrupts idea just as it corrupts people.

John M. Ellis is a professor of Ger literature at the University of California Santa Cruz. This article is adapted from paper he presented at a meeting of the National Association of Scholars. Thefi paper will appear in the Spring 1991 in of Academic Questions.

LETTERS TO THE EDITOR

A 'Diabolical Mind' Responds on Political Science

TO THE EDITOR:

I suppose that I should feel great (and diabolical) delight at learning what power I have excreised over the shape of political science, according to Theodore J. Lowi in his Opinion ("The Pernicious Effects of Economics on American Political Science," December 11). According to him, "public administration . . . was transformed by the work of a single, diabolical mind—that of Herbert Simon of Carnegie Mellon Universi-

Alas, I am afraid that I am unworthy of the praise that Professor Lowi lavishes on me. Alas also, I am not at all in sympathy with the Third American Government, whose ideology am presumed to have created, as anyone will recognize who has read the foreword to the recent reissue of the Simon-Smithburg-Thompson textbook Public Administration, (In actual fact, I am an unreconstructed New Deal Democrat.)

Wherein lie Professor Lowi's errors? First, he does not understand the so-called "behavioralist" revolution that reshaped political science in the 1930's and 1940's, and its relation to the much later colonization of political science by economists. Second, he does not have the slightest clue to my own relation to the discipline of economics, to the dominant neoclassical orthodoxy in that discipline, or to public choice. In short, his essay is had social history.

The behavioralist revolution in political science was a celebration, not of reason but of real human behavior, as earlier described in The Federalist and by such commentators as Tocqueville and Bryce. It aimed at replacing legalism and traditional theorizing with empirical evidence and theory based on evidence. It flowered in the Chicago School during Charles Merriam's chairmanship there (see chapter four of my recent autobiography, *Models of My Life*), a school which for several decades provided half of Professor Lowi's distinguished predecessors as presidents of the American Political Science Association. Perusal of recent issues of the American Political Science Review will show that it still

represents the mainstream of the profession and has not been replaced by (though it competes vigorously with) the alien imports of game theory and public choice.

Anyone who does not know the difference between the behavioralists and the advocates of economic rationality should reread Harold Lasswell, the leading behavioralist of them all, or Charles Merriam himself or Harold Gosnell. . . .

Professor Lowi reads my Administrative Behavior (1947) in a most peculiar way. My book and my other writings proclaim a very limited form of human rationality (which I later christened "bounded rationality") that acknowledges the whole person: values, emotions, stupidities, ignorance, and all. Madison, Hamilton, and Jay would have had no difficulty seeing in the administrator of Administrative Behavlor the same homo politicus that they described in pages of The Federalist.

My book and my later research and writings on bounded rationality, far from embracing neoclassical economic orthodoxy, have been consistently proclaimed anathema by mainstream economists, who are only now beginning to sense that human beings are not global-utility maximiz-

In recent years, I have used the doctrine of bounded rationality—in my Nobel Address, in Reason in Human Affairs, and in virtually everything else I have written in political science and economics—to castigate the economists and to show them the error of their excessive adoration of un unachievable rationality and their failure to provide empirical support for their assumptions about human choice. Small thanks I get from Professor Lowi for braving the arrows of the neoclassicists, the game theorists, and the public-choice theorists. In his war against the economists, he would be wise to accept all the help he can find, especially from those who have already been engaged in the battle for over 40 years.

My most recent paper in the American Political Science Review, the talk I gave on receiving the as-

Not in Our Field

missionaries of economic rationality and public-choice theory. If Professor Lowi will read that paper, he will find in it a strong plea for studying the focus of public attention as a central variable in understanding political phenomena. In this paper, as in my books, the individual decision maker is never independent of society. In fact, Administrative Behavior is at pains to point out that human rationality, even bounded rationality, is

But what of the reductionism of the decision-making approach? I hear an echo of a cry that has been raised in other sciences, e.g., "molecular biologists don't understand the whole living organism." Indeed they don't; but they have taught us an enormous amount about the processes that make the organism live and function. And they do not deny an essential complementary scientific role to cell biologists, physiologists, ethologists, ecologists, or population geneticists, who adopt a more holistic view.

Theorists of decision making don't understand the whole polity either; but they have taught us an enormous amount about the minds (and emotions) of the human characters who play roles in the political drama: voters, office holders, civil servants, lobbyists. They have told us much about how these actors think, what they know, and what they value. Without that knowledge, accounts of events at the global, holistic level become pointless (if hair-raising) dramus without plot or motives.

No one argues that all political studies should take decision making as their organizing thread. But for all that, study of decision making has been an extremely effective organizer, shaping much of the most useful work in the discipline. And for larger systems (e.g., in studying public administration), the underlying structure of decision-making processes illuminates the coherence of the whole, its functions and its multine

Has political science in fact prostituted itself to serving as the PR voice, first of the New Deal, then of the sociation's James Madison Award, New Conservatism (a.k.a. liberal-

S. ROBERT POWELL

: Instructor of Humanities savivania State University

(and bulls) either stand up or lie

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ty of Illinois: Cows don't sit. To a

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that way because cuttle occasion-

ally pause briefly on their haunch-

es when they go from a lying to a

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down. They never sit down. . . .

TO THE EDITOR:

standing position.

warned political scientists against the Litel --possible only in a social setting.

"The mutual fund managed by the second-yeur MBA students has outperformed the university's pension investments for seven quarters now, and the faculty want to switch over."

ism)? The trends that Professor Lowi discerns in American government since the Great Depression are surely there, as many others noticed long ago. But the response of political science to these trends has surely not been uncritical. . .

I find equal difficulty in sharing Professor Lowi's despair about the present state of the discipline. It is quite true that game theorists and ublic-choice theorists have entered into political analysis with enthusiasm, often rediscovering truths that had long been established in the political-science literature, sometimes proposing hypotheses that assume an outrageously unlikely level of rationality. But a simple count of page allocations in the American Political Science Review would show that they do not enjoy the hegemony that Professor Lowi deplores. And, as the example of my own APSR article of six years ago shows, they have not gone

I will not label Professor Lowi a Johnny-come-lately in the struggle against the excesses of rational analysis; I will welcome him as an ally (if he is willing to join himself with the Devil). But first he must get his facts straight and the names of the players

HERBERT A. SIMON Professor of Computer Science and Psychology Carnegie Mellon University Pittsburgh

Encouragement' of a scientist's appeal TO THE EDITOR:

I am impressed by the courage displayed by The Chronicle in publicizing the struggles of a minority of scientists who have challenged the virus-AIDS hypothesis. In the article by Thomas J. DeLoughry, "40 Scientists Call on Colleagues to Re-Evaluate AIDs Theory" (December 4), 1 was correctly cited for suspecting that my university is cool about my stand against the AIDS virus, given that the University of California collects millions of dollars in overhead from the large numbers of uc scientists who conform with the virus-Aids hypothesis.

However, The Chronicle was misinformed by uc Berkeley's Office of Public Information that "the institution has encouraged Mr. Duesberg to pursue his appeal" of an NIH decision against renewing my "outstanding investigator" grant. In fact, the very existence of this misinformation lends support to my view that the UC administration is biased in favor of majority views and majority

My effort to appeal the NIH decision not to renew my grant was based

on two complaints. First, at least two of the 10 persons selected by NIH to review my grant on oncogenes were not neutral, due to personal and commercial conflicts of interest. One of these is an HIV researcher who had developed AZT for Burroughs-Wellcome in 1984 and is a close collaborator of NIH's Dr. Robert Gallo, the father of the virus-AIDS hypothesis. This reviewer had never worked on oncogenes. A second reviewer was compromised because she has direct family ties to Gallo . . . and is a career HIV scientist.

The second complaint involved the NUL claim that the grant was reviewed by a panel of 10 peers. This was untrue; I was told by three of these reviewers that they had never even looked at my application, and by a fourth one that he had looked at it briefly and had given only a verbal, but favorable, evaluation over the

The NIH informed me that an appeal must be signed by the UC administration. But my efforts to get this signature ended last June, six months after being initiated through the proper channels, with a letter from Provost and Dean Curol T. Christ; "I um sorry to write you that, as Dean Bentley indicated to you on April 22, 1991, the University will not provide you assistance in pursuing your anpeal of the NIR decision on your grant."

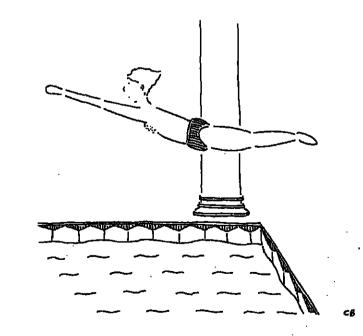
In my effort to clarify the contradiction between the Provost's decision and the information given to *The* Chronicle by UC's Office of Public Information, I spoke with Senior Public Information Representative Bob L. Sanders, who first tried to convince me that the meaning of "encouragement" is ambiguous, and then that "the UC press office has nothing to do with this."

PETER DUESBERG
Professor of Molecular and Cell Biology
University of California at Berkeley
Berkeley, Cul.

Holocaust revisionism: the debate continues

TO THE EDITOR:

Karen J. Winkler's survey of scholars' dilemma regarding assertions that the Holocaust never hanpened ("How Should Scholars Respond to Assertions That the Holocaust Never Happened?" December 11) and Scott Heller's description of Yale's "Archive of Conscience," ("Yale's 'Archive of Conscience' Provides Scholars With Videotaped Accounts From Holocaust Survivors," December 11) were instructive contributions. The massive documentary evidence based on German Continued on Following Page



AFTER FIVE MINUTES ALARMINGLY COME NO CLOSER THE POOL

THE CHRONICLE OF HIGHER SOUCATION

TO THE EDITOR:

University of Illinois ("Directory assistance for Illinois cows." December (1).

old telephone books are being the cows have ground it into used as bedding for cattle at the pulp by standing and sitting on

In the last paragruph of the nand," does, as I recall, sit among

is scattered over the barn floor I was interested to learn that and changed once a week, after

Ferdinand, the bull in the children's story "The Story of Ferdi- Far Side" cartoon. article we learn that "the naper the flowers, but real-life cows

Professor of Foreign Languages Georgia Southern University TO THE EDITOR:

Having grown up on the farm, I enjoyed a moment of mirth reading your December 11 article. Cattle "sitting" about is a truly comic image evocative of "The

MICHAEL LIVELY

APPLICATES, THE UNIVERSITY ENROLLS ITS FIRST CRUSTACEAN

Letters to the Editor

Continued From Preceding Page and non-German primary sources, oral histories such as the American Jewish Committee's Holocaust Survivors Project in the 1970's, ... as well as the scholarly literature published in the last 30 to 35 years, provide convincing proofs and leave no doubt concerning the main aspects of one of modern history's major human trugedies.

Still, the ignorant, inept. and at times outright irresponsible attitudes toward the annihilation of millions of European Jews (and other groups considered "subhuman" by the Nazis such as Gypsics) are widespread and frightening. The causes and implications go beyond deep-seated and recently revived ethnic-racial hostilities, so correctly emphasized in Ms. Winkler's article.

The article also reveals the difficulties inherent in drawing a line between scholarship, political propaganda, and even the basic right of free speech. In this context, allow me to make three points.

I. There is the crucial responsibility of those collecting, preserving, and making public primary sources related to the persecution of Jews, sources such as photos, eyewitness accounts, memoirs, etc., from the Nazi era. All too often interviews are conducted by people inadequately trained or ignorant of history; also, tapes are transcribed by unqualified typists, whose transcripts are not proofread, so their correction is a time-consuming, if not impossible. task. Similar "technical" shortcomings abound in some itinerant or even permanent exhibitions, which intend to illustrate the horrors and background of the Holocaust. Too many errors in the spelling of names, translations of foreign texts, identities of persons and places, and geography

and chronology, however, tend to undermine the credibility of the materials on display, suggesting that grantsmanship rather than craftsmanship, propaganda rather than truthful presentation of historical facts, were foremost on the minds of hurried organizers, who either failed to invite a group of experts to the exhibition before opening it to the public at large or refused to take critical advice into account.

2. The responsibility of the media for a measure of confusion concerning the Holocaust cannot be overstated either. Under a bold headline, "Holocaust toll may be revised upward," The Denver Post of December 16, 1991, included the following paragraph in an AP story datelined Jerusalem:

"Originally, researchers thought most Soviet Jews were killed by Soviet [slc!] firing squads known as the Nazi Einsatzgruppen. In the initial stages of the war, the squads lined Jews up at the edge of huge pits, killed them, then buried them in the

In his classic study, The Destruction of the European Jews (1961), Raul Hilberg, whom Karen Winkler cites, devoted more than 30 well-documented pages to the special German anti-civilian killing squads called Einsatzgruppen, whose training began months before the Third Reich's attack on the Soviet Union in late June of 1941. Yet more than half a dozen phone calls to the paper failed to result in the correction of a blunder, which cast serious doubt on the reliability of the entire report. . . .

3. The example just mentioned. shows the significance of teaching history in the United States in our own days of rampant functional illiteracy. The study of the Holocaust should not be confined to special



"OK, try this one. We put two full professors on the committee to give it clout, and a new assistant professor so the work will get done."

courses on Jewish history, however important these may be. The Jewish Holocaust, and any other holocaust. e.g., in Southeast Asia, the Near East, or the Ukraine, must be an integral part of teaching about the particular country or society in the midst of which such "holocousts" occur. . . . If a university, as mine has done in the past two years, fails to replace retiring teachers of German, English, Spanish, and Latin American history, and may do the same in the fields

of Central European and Russian his-

tory in the near future, it can hardly

do justice to the Holocaust or, for

that matter, American studies. . . . GEORGE BARANY Professor of History

TO THE EDITOR:

l was very intrigued, as a teacher of the Holocaust, by the article about the place of historical revisionism on the college campus. Historical revisionism, in its purest form, is the continuing interpretation and reinterpremost positive, since it allows us to license to rewrite history in contra examine history from many different diction to all extant evidence, espe perspectives. It is important that this kind of historical review be fully protected by academic freedom and not consequences of allowing political be suppressed by political, religious, or any other considerations.

Having said this, however, I would like to add my voice to those who have said that denial of the Holocaust has no place in institutions of higher learning. First, the "scholarship" of the proponents leaves much to be desired. The Institute for Historical Review, the clearinghouse for this "scholarship," is associated with the Liberty Lobby, a virulently anti-Semitic organization that sees Jewish conspiracies in most modern historical events. It is most disturbing when groups such as the Institute for Historical Review/Liberty Lobby disionestly peddle their hate under the facade of "academic freedom."

Secondly, while those in academia must offer protection to all legitimate historical viewpoints, the important distinction must be made between intation of historical events. This is demic freedom must not be used as

cially by groups with an agenda of hate. The Holocaust taught us the propagandists to rewrite history in their own image. Both scholarship and academic freedom are under mined when we lend credibility to the Holocaust deniers, even in the name of "fairness."

Finally, while the Institute for His torical Review has the right underthe Constitution to shout their hate from the rooftops, academic institution have the right and responsibility tob discriminating about what is taughtin their institutions. We must not let the moral relativism that plugues our so ciety blind us to the fact that the Ho locaust represents radical evil, as do those who seek to deny it.

RABBI SIDNEY A. VINEBUR

TO THE EDITOR: . . . In my opinion, those who are

OPINION

telling the truth welcome dissent while those who are hiding something stiffe it. Stiffing dissent about the Holocaust seems to me both unwarranted and unreasonable. World War II was a terrible Holocaust for everyone concerned, and there is still a great deal to be told about it. So let the other side be heard; if they have anything on their side, I want to know about it. If not, at least my decision to deny their view will be a national one. LOUISE F. LEONARD

Endowment-rich schools ary wolf over finances

TO THE EDITOR: Why is it that every time I read stories about how financially strapped institutions like Yale are, I'm reminded of how those military leaders every year constantly bellyache to Congress and the press that "there just isn't enough money" for them in the military budget ("Yale U. Buffeted by Storm Over Its Fiscal Problems," December 4)? One of these days. I feel safe in predicting, someone is going to ask why outfits like Yale (and I don't exclude my own institution) remain tax exempt and insulated from public scrutiny.

JACK SELZER Associate Professor of English Pennsylvania State University University Park, Pa.

TO THE EDITOR:

I have been struck for some time now by the peculiar insistence of those who control the purse strings of higher-education institutions that endowments are untouchable and must grow ever larger. Though this position is axiomatic among such individuals, . . . its untenability grows in proportion to the stricken complaints of the controllers that their institutions are mired in poverty and must be surgically reduced

Yale's current "budget crisis," chronicled in your December 4 edition, is symptomatic. The institution apparently wields a \$2.6-billion endowment. A glance back to The Chronicle of February 21, 1990, reveals that since June 1988 this number grew from a merc \$2,044,397,000. Donald Kagon, dean of Yale College, apparently snorts at the idea that un extra odd \$80-million from the Bass family could possibly lead to any meuningful reduction of Yale's fiscal problems. Please don't expect to be taken seriously, Mr. Kagan. Your employer is very rich and getting richer. If you want to cut academic programs, the reason is not that you STEPHEN ALDERSLEY

Associate Professor of English National Technical Institute for the Deaf Rochester Institute of Technology Rochester, N.Y.

Men must be educated about sexual harassment

TO THE EDITOR:

The statement "The biggest obstacle that colleges face is finding ways to encourage victims to come forward" in The Chronicle's front-page article about sexual harassment is frightening ("Colleges Seek New Ways to Deal With Sexual Harassment as Victims on Campuses Are Reluctant to File Complaints," December 4). Why should victims risk their personal reputations, careers, and sanity by coming forward?

Violence and statistically verifiable discrimination may justify such a cost, but not most individual incidents of sexual harassment. Women need to cope, not fight. If colleges urge women to initiate conflict instead of educating men, the battle be- Kit" is available from the MAA tween the sexes will cause terrible misery for us all.

To reach students, colleges must support men like Ronald Campbell Ifentured in " 'A Sure-Fire Winner Is to Tell Her You Love Her; Women Full for It All the Time': Men Talk Frankly With Counselor to Assess Harassment and Acquaintance Rape." November 13) who help young men understand the ethical, nsychological, and legal implications of their private sexual behavior.

To reach faculty, the Mathematical Association of America presents skits of "micro-inequities" at national meetings. Individual micro-inequities may be relatively minor, but collectively they chip away at women like drops of water on a rock. We dramatize incidents that actually happened in our community recently using mathematicians as actors and actresses. Most skits evoke laughter that empowers women to cope and men to learn.

Hundreds of mathematicians have flocked to each performance of these teach!

entertaining skits. Many stay for discussions afterward. Participants of both sexes emerge from these discus-If the water erosion seen on the sions startled at how differently men and women perceive campus relationships between the sexes. A "Skit

(1529 18th Street, N.W., Washington 20036) so that others may use our skits and discussion format, but we encourage other groups to collect and dramatize their own skits. Over two millennia ago, Aristophunes observed that when the

boys throw stones at the frogs, the boys do it in fun but the frogs hurt for real. Throughout the 1970's, whenever women protested sexual harassment, we were chastised. "Can't you take a joke?" That women have finally gained enough power to make our pain noticed does not most men are simply doing as they were taught.

Until very recently, most men are doing, most men try to change their behavior. Perfection is not possible for anyone, but most people want to be ethical and kind. Universities are based upon the assumption that people can learn if taught. Let us

PATRICIA CLARK KENSCHAFT
Professor of Mathematics
Montclair State College
Upper Montclair, N.J.
and Chair of the Committee
on the Participation of Women
Mathematical Association of America

Scholars debate age of the Great Sphinx

TO THE EDITOR: Frank J. Yurco (Letters to the Edi-

("Research Notes: Study suggests Sphinx is thousands of years older than believed," November 13).

Yurco raises a number of issues which may superficially sound convincing, but do not stand up to close scrutiny. Yes, the body of the Sphinx is composed of a very poor-quality limestone, and the base of the Sphinx was subjected to the highest Nile floods; flood waters are known to have flooded the bases of the Sphinx and Valley Temples and lapped around the bottoms of the paws of the Sphinx in historical times. How-

fy my hypothesis of an older age for

FOLLOWING A SHARP DECLINE IN STUDENT

body of the Sphinx and the walls of the Sphinx ditch was due primarily to the periodic Nile flooding, one would expect the heaviest crosion to be at the base, resulting in the undercutting of the limestone. Instead what one observes on the body of the Sphinx and along the walls of the Sphinx enclosure is that the heaviest erosion has occurred at the top of the back and neck of the Sphinx, consistent with precipitation-induced erosional features. The head is composed of hurder, probably partially dolomitic, limestone that was probably recarved in dynastic times. Contra Yurco, there is no solid evidence that the limestone of the head ever capped the rest of the Giza Plateau. justify scapegoating a few men, when and, as far as is known, the cores of the pyramids are not composed of

If we are to explain the observed had not taken women's suffering se-erosional features via Nile floods, as riously. Once they realize what they Yurco suggests, we must posit that the Sphinx was consistently flooded at least up to its neck in standing water for much of the period between its initial carving (standardly said to be circa 2500 B.C.) and the first ancient repair campaigns that attempted to restore the outlines of its badly eroded body (these initial repairs were carried out no later than circa 1400 B.C., according to the consensus of the Egyptological community).

Based on historical records, it is known that rather than being flooded, the Sphinx was buried in desert sands during much of this period. Furthermore, even if it were the case that the Sphinx was flooded up to its neck consistently during this time period, this does not explain why the limestone around the base of tor, December 11) criticized my sug- the Sphinx shows major discrepangestion that the Great Sphinx of Giza cies in the depth of weathering, as the Pharaoh Khafre, circa 2500 a.c. Rather than hypothesize such drastic flooding, I suggest that the body of the Sphinx was eroded by precipitation during the wet period of circu 7000 or 5000 to 3000 B.C. This, of course, means that the body of the Sphinx dates back to at least this time

Once one abandons the notion that the "water damage" (as Yurco calls it) seen on the Sphinx was produced primarily by gigantic floods that covered the back and reached to the neck of the Sphinx, it becomes valid to compare the weathering modes exhibited by the Sphinx to those exhibever, these observations do not falsi- ited by somewhat higher-lying tombs

cut from the identical bedrock as the Sphinx. The overall pattern one observes is predominantly well-developed, precipitation-induced erosion on the body of the Sphinx and the walls of the Sphinx enclosure, as compared to the predominantly wind-induced erosion seen on the Old Kingdom tombs. These observations are compatible with my hypothesis that the body of the Sphinx predates Old Kingdom times and suffered an earlier and wetter climatic regime. These observations are virtually impossible to explain within the context of insisting that the Sphinx dates back no further than

Old Kingdom times. . . . In his letter, Mr. Yurco succinctly presents the traditional story told by Egyptologists as to why and when the Great Sphinx was built by the Old Kingdom Egyptians; unfortunately this standard story does not hold up under close examination. I suggest that the Egyptological community needs to rethink its story.

ROBERT M. SCHOCH

Author's query: fiction and two-year colleges

TO THE EDITOR:

For a study of the two-year college American fiction, I am trying to identify characters in any medium or genre who are students or faculty members at such institutions. I would appreciate any leads or suggestions, however fleeting the mention of a two-year college connec-NANCY LAPAGLIA

Humanities Department Richard J. Daley College 7500 South Pulaski Road Chicago, Ill. 60652

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

The Growing Isolation of Academic History; Discovering How Scientists Really Work; Elevating Ignorance and Philistinism to a Moral Principle dent could have made, I am reminded

MAN NOTHING THEN BE DONE to end the growing isolation of academic history? Is the present division between "professional" and "amateur" historians, between "true scholars" and "mere popularizers" to be accepted as permanent and unalterable? To do so would be to acquiesce in the irrelevance of the discipline for the community in which it once performed a vital cultural function. Hence, the task confronting historical scholarship today is to assert once again that the study of the past is more than technique or methodology, more than research or data. Historical writing requires the exercise of a form of practical judgment, an ability to assess human beings and their conduct, that cannot be reduced to a science. Thus the insights gained in business or government or law or journalism broaden and enrich historical writing. And therefore we must try to reunite life and learning.

Whether the historical profession is capable of bringing about such a reconciliation between community and scholarship remains problematical. The present condition of the discipline as an academic subject has its obvious advantages: security, status, modest affluence, and a sense of togetherness. Yet unless history emerges at last from the campus, which

or, it will remain isolated from the vital concerns of the society on the other side of the college wall.

-Theodore S. Hamerow, professor of history at the University of Wisconsin at Madison, in the fall 1991 issue of Academic Questions

AND WHAT, YOU MIGHT ASK, is a neu $oldsymbol{A}$ robiologist doing writing a book about astronomy? . . . While out hiking and admiring the views from ancient ruins such as Stonehenge, I stumbled on something interesting, a candidate for how the first shaman, the first priest, the first prophet—maybe even the first sciennight have gotten started in their part-time occupations, back in the hunter-gatherer days of the Ice Age. I have come to think of ancient astronomy as the first "knowledge-based industry," that a shaman was also likely the first scientist.

Still, I might not have gotten around to writing a book were it not for how well the discoveries illustrate something about how scientists really work (in contrast to the mytha that build up). When I blunder into a series of simple discoverles that many a high-school science stu-

that they had remained undiscovered over all those years of visitors to such sites marveling over the architecture, nearly always asking, "What was it for?"-but advancing no further. How does such a question ever achieve a tentative answer, susceptible to the betterknown scientific process of rationality and careful testing? We teach the rational part of science . . . but we seldom manage to get across the creative process that spans the time from the first "Isn't that interesting?" to the scientific debates in learned journals. I suspect that the scientific creative process is little different from the creative process involved in writing a novel or composing a sympho--William H. Calvin, professor

of neurobiology at the University of Washington, in Flow The Shaman Stole the Moon: In Search of Ancient Prophet-Scientists from Stonehenge to the Grand Canyon, published by Bantam Books

WHAT IS FINALLY AT STAKE IN the attack on the curriculum and canon Is not only the truth of history and the viability of political union, but the grounds of human understanding as well.

... Multiculturalism's pigeonholing of authors and historical actors by race and gender is antithetical to humanist tradition. It elevates ignorance and philistinism to a moral principle. No one who has, caught even a glimmer of the complexity of Plato and Milton could reduce them to coefficients of race and gender. But students have always sought tools for simplifying the past, for reducing its vastness to a manageable scale. Deconstruction was particularly appealing, because negation always seems more powerful than affirmation. Multiculturalism continues in deconstruction's tradition of negation, but cuts a wider swath. With a single sloan such as "Hey, hey, ho, ho, Western culture's got to go!"-students can dismiss an entire civilization. The effect is intoxicating. Yet it is a high that will leave us spiritually impoverished.

Our public and private language is becoming increasingly inarticulate. When our language shrinks, so does our world. The works of Western civilization offer not just the foundations of liberalism but voices of unparalleled eloquence and beauty. They challenge us to respond. By silencing them we are ultimately silencing ourselves. —Heather MacDonald,

LET'S TRY COMMUNICATING IN MORSE CODE," HE TAPPED

lawyer, in the January issue of The New Criterion

ARCHITECTUR

A Daring Master Plan That Has Served Washington University Exceptionally Well

By Lawrence Biemiller

TYPICAL Beaux-Arts conceit links downtown St. Louis with Washington University's turn-of-the-century campus here on the edge of the city. The conceit, an axis now mostly obliterated, appears in old photographs as a street cutting straight through what became Forest Park. Today only the street's western end survives—as a grand, tree-lined stub delivering the forgotten axis to the foot of a little-used staircase. The stairs, in turn, lift the axis to the campus's ceremonial entrance, an arched gateway in the middle of a Tudor pile called Brookings Hall.

On the other side of the gateway, in a handsome quadrangle, something surprising happens—the imposing axis bumps up against Ridgely Hall and fractures. Its halves are forced through separate, subsidiary arches on either side of Ridgely, and each half is soon split—asymmetrically—again and yet again. The axis dissipates its momentum and its grandeur across the university's long, narrow site, jogging around 1920's stonework and 1960's concrete, cutting over rectangles of lawn, squeezing through Jacobean façades, and finally expiring, exhausted, in front of the glass doors of the gymnasium complex.

Fracturing an axis may seem unremarkable today, but it was daring at the turn of the century, when Beaux-Arts formalism had all but overwhelmed American architecture. And it was in part what won the Philadelphia firm of Cope and Stewardson the 1899 commission to design the Washington University campus. The university has managed since to stand by the spirit, if not the letter, of the plan the firm produced. The reward is a campus that en-

gages scholar and visitor alike, drawing both through a series of linked spaces, large and small, all defined by buildings dressed in soft-red Missouri granite.

Cope and Stewardson was one of six firms invited to enter a master-plan competition organized by the university's trustees after they decided to move the institution to a new site in the suburbs. The other five entrants submitted thoroughly formal designs: McKim, Mead and White's, for instance, resembles a cruciform church. Those by Cass Gilbert and by Carrère and Hastings look like plans not for a college

symmetries—within the front quadrangle, for instance—but placed other buildings seemingly at random. In doing so the plan drew on the firm's successes in adding Gothic-inspired buildings at Bryn Mawr College, the University of Pennsylvania, and Princeton University, as well as on the models of Oxford and Cambridge, which Stewardson had visited before his death in 1896. "Gothic architecture expresses aspiration, growth, development," Walter Cope told Washington University's trustees in 1899. "The Gothic is not fixed but accommodates itself to every variety of

In several cases Cope benefited from mimicking the English colleges' diversity of styles, which in the originals results from additions and changes over the course of centuries.

but for a repeat of the 1893 Chicago World's Columbian Exposition, whose gleaming white buildings had inaugurated American architecture's Beaux-Arts period.

M CONTRAST, Cope and Stewardson's Gothic plan was asymmetrical—meaning that it would not look incomplete if it was not built all at once, as Buford Pickens and Margaretta J. Darnall point out in a 1978 book on the university's architecture. In 1899 the trustees had money for seven buildings, a respectable start; but any of the more formal plans would have looked unfinished with only seven structures. The McKim, Mead and White plan, for instance, proposed a total of more than 25 buildings, each facing its twin.

ian 25 buildings, each facing its twin.

Cope and Stewardson did create minor

impulse and mood. It is one moment solemn—another playful. One moment it expresses power, ambition—another, contentment."

In his plan for the campus here, Cope effectively recalled England's medieval colleges by recreating their cramped conditions and irregular sites in just a few spots: He built the strikingly vertical Graham Chapel almost right beside a neighboring dormitory building, for instance, although the site would have allowed a generous lawn between the two. Cope's plan both preserved large, open areas and created a number of intimate spaces that have a surprisingly friendly feeling.

His building designs are similarly adept at exploiting the possibilities of scale. Seen from the bottom of the staircase it overlooks, the length and height of Brookings make it as imposing a landmark as a college could want; in designing McMillan Hall, a women's dormitory that is just as large, Cope disguised the mass with gables, bays, and towers in such profusion that the whole seems comfortably residential.

In several cases Cope benefited from mimicking the English colleges' diversity of styles, which in the originals results from additions and changes over the course of centuries. In Brookings and Ridgely, completed within months of each other to form two sides of the front quadrangle, he contrasts a purely English Tudor style with the later, Renaissance-influenced architecture of the Jacobean era. He also copied the English colleges in assuming that no side door, no secondary tower, was too insignificant to be well designed. His buildings entertain at every turn.

From the 1920's to the early 1950's, a number of buildings were added to the campus by the firm of Jamieson and Spearl. By and large, the additions retained Cope and Stewardson's stylistic vocabulary, although a pair of matching neoclassical buildings was constructed in front of Brookings. Otherwise Cope's campus plan remained intact until 1960, when an enormous new library was constructed smack in the middle of the campus.

The best thing that can be said about the library is that its above-ground portions rose only two stories, preserving the campus's skyline. But what the building could not have in height it took in footprint, spreading over a huge area. And although its architects tried to offer modernist echoes of Cope's Gothic vocabulary, the size and especially the site of the building damn it beyond redemption. The only campus feature that even begins to rival it as an eyesore is a series of fenced tennis courts that block the central lawn near the gym.

New buildings since the 1960's have brought mixed results. A 1970 law school by a Swiss architect, Dolf Schnebli, mimics Cope's courtyards and variegated rooflines in a concrete complex that has aged badly. The concrete is flaking, the window frames have dulled, and the courtyard needs desperately to be softened with greenery. New science buildings, not all of them sympathetic to their neighbors, have

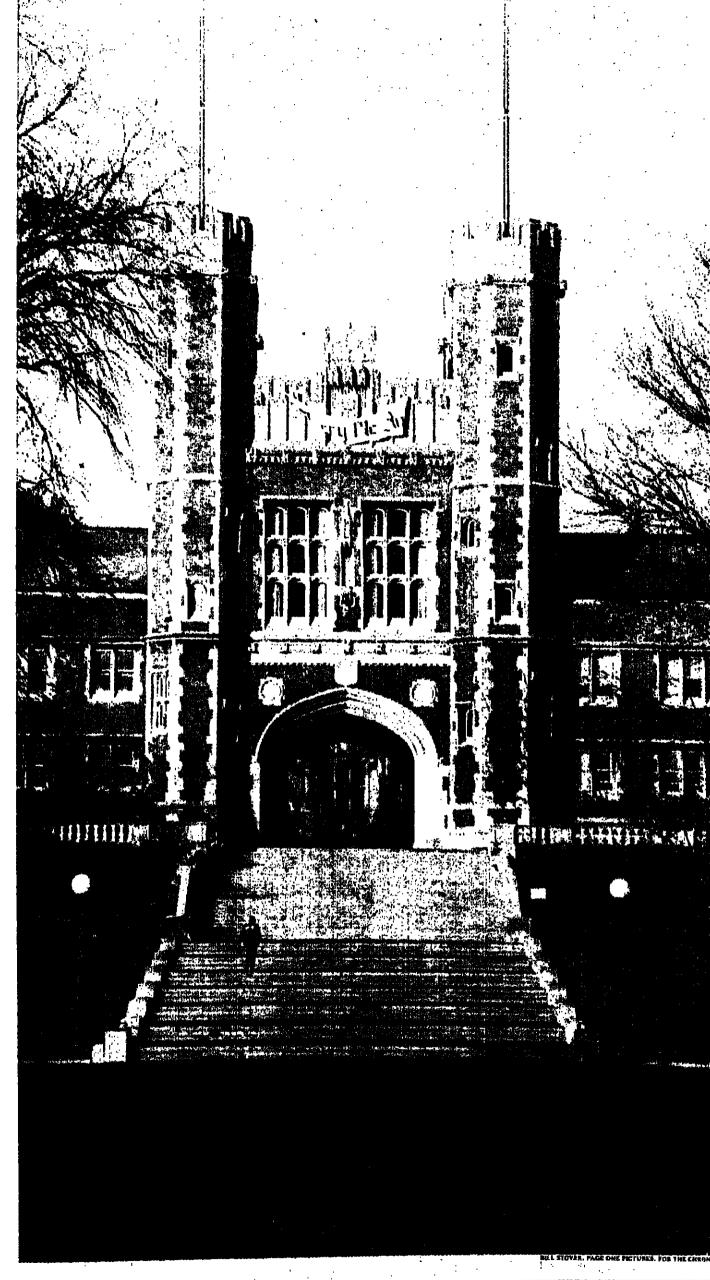
crowded the northeast corner of the campus until its quadrangles are little more than deep, shaded walkways.

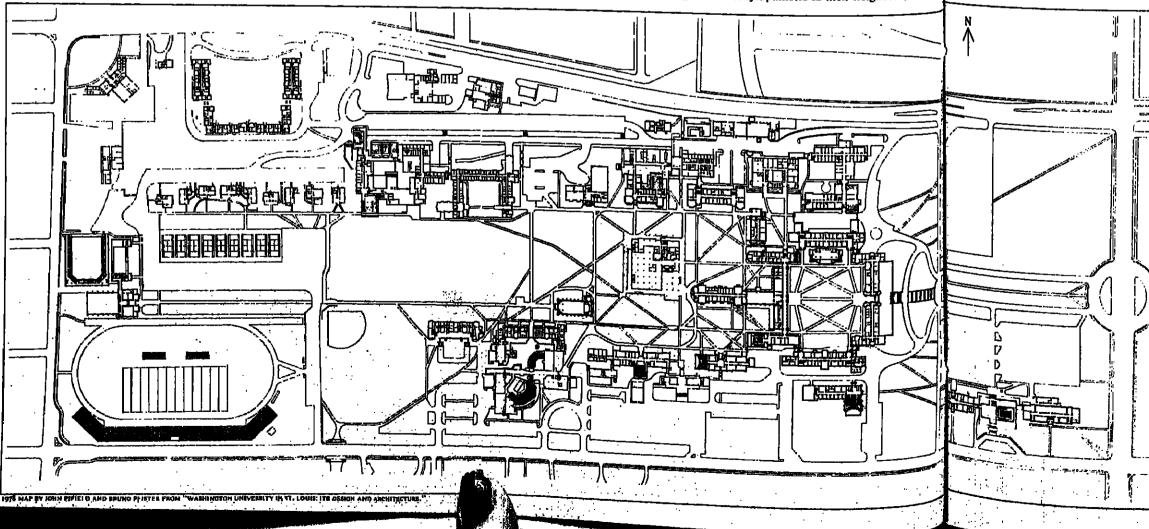
ORE PLEASING is the effect of a 1985 business-school complex designed by the Boston firm of Kallmann, McKinnell, and Wood for the southern side of the campus. It is the first building to respond at all seriously to what the university's architecture dean, Constantine E. Michaelides, describes as one of the campus's most serious challenges: The side of the university most people see regularly today is not the Brookings entrance, much used in streetcur days, but the long Forsyth Boulevard façade that marks the campus's southern edge.

Cope's plan for the campus foresaw a pedestrian core onto which buildings faced. In turn, the university's northern and southern edges accumulated parking lots, loading docks, and Dumpsters, none of them attractive. The business school, however, presents Forsyth with a handsome and prominent entrance that recalls H. H. Richardson's trademark arches. The building also makes a deft transition from edge to core: On its campus front, the business school respects Cope's plan, establishing a terminus for one of his subsidiary axes and offering second and third

walls to what becomes a new quadrangle. The business-school complex also serves as a reminder that the Cope and Stewardson plan's flexibility has served the university exceptionally well. Other architects also worked in what has come to be called the "collegiate Gothic" style—Henry Ives Cobb at the University of Chicago, for instance, and James Gamble Rogers at Yale University. But on few other campuses has the intent of a single master plan been followed so long or so successfully through—as Cope put it—"every variety of impulse and mood."

Washington University has an imposing entrance through Brookings Hall (right). Beyond that, the campus plan (below) establishes an intimate scale and an eclectic character modeled onthose of college buildings in England.





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Z\$24 324 - Z\$27 924 Z\$28 896 - Z\$32 484 Z\$36 636 - Z\$42 420 Orade II Orade I Senior Research Fellow The closing date for applications is 10 February 1992.

claion to convert the existing baccalaureats program to a tenure-granting Department.

The position also entails working with older Departments to establish ionit suppointments and curriculum linkages. Cliven the nature and importance of the position, previous administrative experience is desirable. The successful candidate must hold an earned Ph.D. in a humanities or social science discipline. The candidate's record of schodarly accomplishment must warrant a tenured appointment at the Associate or Professor level in a sessarch university. Nominations of qualified individuals are encouraged and candidates should submit a letter of application and a current vita to Chair. Search Committee, co Offices of the Dean, Box C, 110 Sparks, Penn State University, University Park, Pennsylvania 16802 Applications received by February. Studies. Applicants should have a Ph.D. or appropriate terminal degree (ABD considered), teaching experience, organizational skills, enthusiasm for developing a young program, and a commitment to liberal arts education and scholarship. Screening of applications will begin February 15, 1992. Send letter of application, vita, and names addresses of three references to Dr. Cary L. Williams, Campus Box 2762, Rollins College, 1000 Holt Avenue, Winter Park, Florida 12789. Rollins College assures equal apportunity through a continuing and effective affirmative action program. Women and minorities are encouraged to apply.

versity. University Park, Pennsylvania 16802 Applications received by February 15, 1992, will be assured of consideration. However, applications will be considered until position is filled. An Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply. en and minorities are encouraged to apply.

African/African-Armerican Studies: Colicae seeks candidates for a full-time, tenture-track faculty rosilion at the assistant or associate professor level, beginning September, 1992. Area of academic specialization is open, but desirable fields are: Anthropology, Economics. Bavitomental Studies. Sociology, Theatre, and Women's Studies. Applicants must have demonstrated experience in and ability to teach African anador African-American Studies courses in their academic areas, The person selected will be a member of the department of he/his disciplinary background, and will serve as Coordinator of African/African American

Africans/Afro-American Studies The Curriculum in African and Afro-American Studies at the University of North Carofina at the University of North Carofina at the University of North Carofina at the Commission exists to research, preserve, exhibit and discontinual the history and culture of Afro-Americans throughout for conduct comparative research on African and Afro-America. The person appointed must be an established scholar or must exhibit clear scholarly potential. He or she will be expected to reach at all levels of the undergraduate curriculum, especially the funior and senlor program; to work with graduate and senlor program; so work with graduate and senlor program; so work with graduate and senlor program; and senlor program; and senlor professional work in African can affirmative and the curriculum in moving toward a graduate program. Rank is open. Tenured of February and Commission Policy and Comm





BULLETIN BOARD: Positions available

Applications are invited for the position, supported by non-tax-levy funds, of Dean of CUNY/Lehman-Hiroshima College, a branch campus of Lehman College that opened

CUNY/Lehman-Hiroshima College is a residential campus with excellent facilities on a 40-acre site 25 miles from Hiroshima. Current enrollment is 385, expected to reach 1,200, including visiting students from CUNY and students from Korea and Taiwan. The English-

language campus offers new Asian students an intensive English-language program followed by the Lehman core curriculum in the liberal arts and sciences. Students may

continue their studies at Lehman College or remain at Hiroshima to earn a Bachelor's degree.

The Dean is the chief academic and administrative officer of the campus; manages all

academic programs and American staff; works with Japanese sponsor and staff on

Candidates should have an earned doctorate and university teaching experience:

Candidates should have an earned doctorate and university teaching experience; substantial experience in college or university administration, preferably at CUNY; the ability to represent CUNY and American higher education in Japan; and sensitivity to foreign cultures. A knowledge of Japanese is not essential. Salary is highly competitive (\$72,252 to \$91,025), oversens differential added. Housing is provided. Excellent benefits. Position available August 1992. Screening will begin January 31, 1992 and continue until position is filled. Applicants should send curriculum vitae and names, addresses and telephone numbers of at least three references to:

Provost Rosanne Wille

nanagement of facilities, community outreach, student recruitment, and admissions.

DEAN OF JAPAN CAMPUS

LEHMAN

OPENINGS FOR ESL/EFL INSTRUCTORS

THE INSTITUTE OF PUBLIC ADMINISTRATION

The i.P.A., a government-sponsored institution for administrative development, is based in Riyadh and has branches in Jeddah and Danuman. All three locations offer substantial English language programs with a variety of intensive and semi-intensive courses in General English and English for Special Purposes. A Women's Branch is also located in Riyadh. While most positions for man and women begin yearly in September, applications are necepted broughout the uear.

MINIMUM QUALIFICATIONS: A (list degree in English with 3 years' IEFL experience; Or an MA in TEFL/Applied Linguistics, with appropriate leaching experience preferred. Experience in teaching ESP, conficulum development, and programming for computer-assisted language learning would be unbown.

CONTRACT: One year, renewable, with an excellent monthly salary commensurate with experience. Salaries start at 6,620 Saudi Riyals (\$1,765, including a monthly transport allowance). Up to 9 increments of 525 Saudi Riyals (\$140) monthly are added for each credited year of EFDESL experi-

BENEFITS: Include an annual increment, annual round trip tickets for the instructor and family, rent-free accommodation. 45 days' paid vacation plus local holidays, education benefits, free medical care and an end-of-service matter.

Applicants should send a covering latter, a curriculum vitae and photocopies of degrees, diplomas, certificates of experience, letters of references or testimontals and other supporting documents to.

The Director, English Language Center Institute of Public Administration RIYADH 1114), SAUDI ARABIA Telephone: (1) 476-7607 FAX: (1) 479-2136

Anthropology/Sociocultural: Position for Sociocultural Anthropologist, St. Mary's Cullege of Maryland, November 28, 1992. St. Mary's Cullege of Maryland, a public liberal arts college recently designated an honors college, located seventy mides from Washington, D.C., invites applications for a regular full-time position in sociocultural anthropology at the agentant professor level, for Fall, 1992. Ph.D. or pruspect of complete deuter requirements by Fall. 1992.

thropology invites applications for a ten-im-track position in sociocultural anthro-pology at the assistant professor level be-landing August 17, 1992. Topical special-ization in household, kinship and social organization in the second social organization and tacking undergraduate comprarative family coursel). Any area specialization other than Central/Eastern Europe. De-paration offers undergraduate major for so-ciology and dergraduate major for so-ciology and dergraduate minor in anthropol-ogy and master's degrees in sociology. The sociocular strong interest in maintaining ac-tive research involvement with strong the professor involvement with strong will have Post. Successful applicant will have Post.

SAUDI ARABIA



New Zealand A Chair in Information Technology A Chair in Financial Management A Chair in International Studies in Commerce (Vacancy UAC. 103)

TAMAKI CAMPUS

To cater for increasing demand for university places in Auckland, the University is developing a new campus at Tamaki on a site 12 km from the Main Campus, close to Auckland's city centre. Teaching commenced in 1991 with a stream of Batchelor of Commorce students and it is intended to start arts and science teaching in 1993. Ultimately Tamaki Campus will offer research and teaching programmes in a wide range of Aris, Commerce, Science and Technology and will provide places for approximately 7,000 students.

The Chairs in Financial Management and in International Studies will be in Tamaki's Commerce Division, while the Chair in Information Technology could be in either Tamaki's Commerce Division or Science and Technology Division depending on the successful candidate's field of expertise.

For the Chair in International Studies, the University is seeking candidat who have strong interests in the International aspects of any field of Com-merce. There is interest in condidates who have expertise in the business, management and economics of the AsiaPlac life region but equally those who have more global interests or a European focus could also be attractive.

For the Chair in Information Technology, the University is seeking applicants who could develop strang programmes in Commerce and in Science. Applicants should have backgrounds in Computer Science, Information Systems, Engineering, or an appropriate branch of Mathematics, provided that they have a research and teaching background relevant to the position. Those with expertise in Communications and Networking are particularly encouraged to apply.

The University wishes to appoint candidates who are not unly academically strong in their own fields but are also interested in developing a new institution and giving it a distinctive character within the University of Auckland

So that each of the Chair holders will have the benefit of the scholarly environment of an established department, they will also be appointed to the department of their discipline on the main city campus. This will give them the opportunity to teach at an advanced lovel, to supervise graduate students and participate in collaborative research as well as participate in the affairs of their contributions.

Commencing salary will be established within the range \$NZ80,080-\$NZ99,840 per annum with a possibility of supplementation. Further information, Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 31 MARCH 1992.

Please quote the relevant Vacancy Number in all correspondence. The University of Auckland An Equal Employment Opportunity Employer



Universität Witten/Herdecke Department of Business Administration and Economics

The University of Witten/Herdecke is one of the few private institutions of higher learning in Germany. We have the ambition to innovate teaching methods as well as research agendas, and we place strong emphasis on the

The department of Business Administration and Economics centers its interest on practical experience in business, on issues like organizational development and culture, on economic and social change, and on an epistemology which is adequate for a social science. We are currently seeking applications for a

Chair in Business Adadaisteatic

More important than the number of publications is your laterest in teaching and in science, as an enterprise and on adventure. If you speak German or if the prospect of having to learn it does not deter you, please contact

Prof. Dr. G. Walger, Wemerstr. 2, D-5810 Willen 5, Germany, Tel. 00 49-23 02-80 19 25 Fax. 00 49-23 02-80 04 69

American Studies/film: Yale University.

Assistant Professor, Ph.D. in hand, in American Studies with a sessench and teaching specialty in American film and film theory. Teaching dulles to include include incoductory lecure course and course in film theory and sesthetics. Williamses to serve as Director of Undergraduate Studies in the Film Studies Program, Applications with dissiers to be sent to Professor Brighte Peucher, Film Studies Program, I. O. Box, I.Y. Yale Station, Now Haven, Conceitcut 0620. An Affirmative Action, Equal Opportunity Employer, Application the Pilm Studies Program, I. O. Box, I.Y. Yale Station, Now Haven, Conceitcut 0620. An Affirmative Action, Equal Opportunity Employer, Applications of the Pilm Studies Program, I. O. Box, I.Y. Yale Station, Now Haven, Conceitcut 0620. An Affirmative Action, Equal Opportunity Supplies and Professor Bright Professor Brig

ure-track position as the Assistant Professor level. Qualified candidates must have a Ph.D. or M.D. degree, at least two years' postdoctoral experience with demonstrated ability to perform independent research, experience in teaching the practical call. sree in Asriculture, Reply to: Billy Diston. Eathern District Department Head Star Route Box 77. Clovis, New Mexico Bill); Telephone (S05) 983-5231, Dealling for letter of application, résamé, quofficial transcripts, names, addresses and phonominghers of furce references; Lanuary 24, 1992. New Mexico State University is an HEO/AA employer.

American Studies with a research and phonoming the control of the references; Lanuary 24, 1992. New Mexico State University is an HEO/AA employer.

American Studies with a research and transcripts of the references and a letter specifylias three profession. Ph.D. in hond, in American Studies with a research and transcripts of the references and phonoming the antonious control of Medicine, Southern Illinois University at Carbondale, Illinois Capital Carbondale is an Equal Opportunity, Affirmation of the profession of the profess



THE UNIVERSITY OF AUCKLAND New Zealand

FACULTIES OF ARTS AND OF SCIENCE

DEANSHIP OF ARTS (Vacancy UAC.96)

DEANSHIP OF SCIENCE (Vacancy UAC.97)

Both these vacancies arise as a result of changes to the management struc-tures in the University. Hitherto the Deanships have been elected, honorary

Appointment to the Deanships will be for an initial term of five years and thereafter renewable for a further period of up to five years. Appointments will also carry with them appointment to a Chair in an appropriate department within the faculty concerned.

Applicants must have gained distinction in academic life and in research and, at the same time, have demonstrated potential for university administration and leadership.

The Dean will be required to advise on appointments and promotion of staff, allocating monies, developing proposals on building requirements, encour-age research and teaching, work in consultation with the appropriate Com-mittees of the University and Heads of Departments of the Faculty and chair the meetings of Faculty. Commencing salary will be established within the range \$NZ80,088-\$NZ99,840 per annum.

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, Fax 64-9-799 317, to whom applications should be forward-ed by 31 MARCH 1992.

Picase quote the relevant Vacancy Number in all correspondence

The University of Auckland An Equal Employment Opportunity Employer.

------THE IOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies The Johns Hopkins University Nanjing University Center for Chinese and American Studies

The Paul H. Nitze School of Advanced International Studies (SAIS) of The Johns Hopkins University Invites applications/nominations for an energy/environmental studies faculty position at the joint johns Hopkins University-Nanjing University Center for Chinese and American Studies in Nanjing, PRC. One of two semester appointments (1992-93) may be renewable. Teaching on any aspect of environmental and resource policy would be acceptable, but there is particular interest in global environmental issues, environment and development, and energy policy as it affects environmental quality. Students will be advanced Chinese students whose English is adequate for graduate course-work. Scholars holding Ph.D. or equivalent who are specialists in these fields are encouraged to apply. Salailes, status, and benefits are competitive. Travel to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified applicants should send a letter of application (Indicating relevant teaching experience and courses which they are prepared to teach) and curriculum vitae to Dr. William Speldel, Executive Director, Hoopkins-Nanjing Program, SAIS, 1619 Massachusetts Avenue, N.W., Washington, D.C. 20036-2213. They should also request three references to write letters on their behalf directly to Dr. Speldel. The deadline for application and reference letters is January 31, 1992, For additional information, telephone (202) 663-5808. An Affirmative Action, Equal Opportunity Employer. The Paul H. Nitze School of Advanced International Studies (SAIS) of The

THE JOHNS HOPKINS UNIVERSITY

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The Paul H. Nitze School of Advanced International Studies

The Johns Hopidns University Nanjing University Center for Chinese and American Studies

The Paul H. Nitze School of Advanced International Studies (SAIS) of The johns Hopkins University Invites applications/nominations for a sociologist at the joint Johns Hopkins University-Nanjing University Center for Chinese and American Studies in Nanjing, PRC. One or two semester appointments (1992-93) may be renewable. Teaching areas may include courses on 1) the impact of economic development on social foundations; 2) theories of social change and continuity; 3) problems in contemporary American society; 4) social science methodology. Students will be course-work. Scholars holding the Ph.D. or equivalent who are specialists in the above fields are encouraged to apply. Salaries, status, and benefits are competitive. Travel to and from China for faculty and dependents will be provided. Apartment for fearlet famility and dependents will are competitive. Travel to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified applicants should send a letter of application and curriculum vitae to Dr. William Speidel, Executive Director, Hopkins-Narling Program, SAIS, 1619 Massachusetts Avenue, NW, Washington, DC 20036-2213. They should also request three references to write letters on their behalf directity to Dr. Speidel. The deadline for application and reference letters is January 31, 1992. For additional information, telephone (202) 663-5808. An Affirmative Action, Equal Opportunity Employer,

destry. Ph.D. in animal science with a specialty in equine studies or D.V.M. preferred. Consideration will be given to M.S. in normal science. Midway College, founded in 1837, is a four-year thereal state consequence of the Binegrass, Midway offers a beaustiful and construtable environment. Review of applications beains on February in 1992 and constructs and position is filled. Send letter of application, curriculum vitee, and the names, addresses, and phose numbers of a least three references to: Dr. Pessy C.



The University of Sydney Australia

Faculty of Education

LECTURER IN EDUCATION (TESOL IN SECONDARY EDUCATION PROGRAMS)

School of Teaching and Curriculum Studies Reference No: 01/01

The appointee will conduct courses in TESOL secondary education in the DipED and BEd programs, contribute to the courses on teaching and learning, and supervise the practicum. Applicants should have a strong academic background in two TESOL and education and successful teaching experience in secondary schools.

Experience in teacher education would be desirable. n addition, experience in CALL and the ability to teach toreign anguages would be an advantage.

The successful applicant should be able to participate as a member of a team in the introduction of teaching and learning principles in the teacher education program.

Appointments to lectureships have the potential to lead to term and are usually probationary for three years. For further information phone Dr K Laws (612) 692-3180 α Professor C Turney (612) 692 2625.

Salary: Level B: A\$39,463 - A\$48,688p.a. Top of solary scale unavailable until July 1992 Closing: 27 February 1992

Method of application: Three copies of the applications, quality reference no., and including curriculum vitee, list of publications of the names, addresses and fax nos., of at least three and no most than five referees to the Assistant Registrar (Appointments), Stationary, N.S.W. 2006 Australia by the

Equal employment opportunity and no smoking in the workplace are University policies



AMERICAN UNIVERSITY OF ARMENIA **VICE PRESIDENT & PROVOST**

The American University of American myles qualified applications of nonunations for the position of Vice President and Process. The Universities are finitely on the Powers, Republic of America, and is an athicale of the Dasses

The Vice President and Proyect will reside in Yerevan and will be repose ble for the administration and supervision of all aspects of the Universi-academic and administrative operations in America. Appointment of the year frenewable) and allows a one month sacation per year. Companyion in U.S. diallars plus leving allowance in rubles. Appointment legins in fit-tions.

The University consists of the College of Engineering and the College of Business and Management. The University was established in the foll of 1991 with a graduate enrollment of 100 students. The Colleges ofte the degrees of M.Eng. in Carthquake Engineering and in Industrial Engineering and the MBA in Business and Management. Craduate programs in Abad Sciences, Apricultural Sciences and Health Sciences are planned for some sive years. Following the enablishment of the two Colleges, an undergabate program will be inaugurated. The expansion program of the University and the graduate enrollment of 1,000 students followed by an University and Industrial Colleges and University follows the quarter.

The University is using far littles in Yenevan. A permanent campusit beg.

The University is using far littles in Yerevan. A permanent camposithe planned at a location 15 kilometers from the capital city

Candidates for the position of Vice President and Provise must be this States clitzens and must be nationally recognized leaders in university station with a record of excellence in treaching and research and a provented of administrative ability. Knowledge of American is preferred but of equired.

Nominations and applications will be accepted until March 15, 199.
Applications should include curriculum vitae and three references, the applications are to the control of the control o Applications should should be sent to:

The President American University of Armenia Corporation 300 Lakeside Dr., 18th Floor Oakland, CA 94612 An A人(() Employer

also expected. Ability to teach introductory sociology desirable. Teaching load largely survey courses. Send letter id application, vina, three letters of recommendations by March 1 to 197 Trudy Henson, Chair: Department of Suchilogy: University of South Carolina-Aikers, Experimentally of South Carolina-Aikers, Experimentally of South Carolina-Aikers (Aikers, South Carolina 29801. AA/E/J (Implayer.

Anthropology: Junior level south for August 1992 in the analysis of South Carolina 29801. AA/E/J (Implayer.)

Anthropology: Innior level, tenure-track position, effective August, 1992, for a puli-cy-offented applied Anthropologist with development interests. Recearch and applied specialization in one or more of the following areas: human vervices, gender, race relations, ethnicity, poverty, health, population, multition, education, Geographic specialization in Third World area preferred, with U.S. interests has well Applicants should have a ductoral degree, effective undergraphate teaching capability, and research interests compatible with Maxwell School public policy thrust, Send vita and letter of application by February 1, 1992 to: Search Committee, Department of

Busine Hall, Syracuse University and pates a junior level, teaury and pates a junior level, teaury and pates for August, 1992 in the analysis of safe lovely relations to that the safe was a series of the safe was a series

(212) 960-8922 An AA/BEQ Employer M/F ESL Professional American English Institute University of Oregon

CUNY/LEHMAN-HIROSHIMA

The AEI is looking for 1-2 full-time ESL professionals to begin Sept. Qualifications: MA in Applied Linguistics/ESL, min. 3 years toaching experience. Prefer expertise in CALL, testing, SLA respect, port/or teacher training.

Provost Rosanne Wille

Bedford Park Blvd. West

Bronx, New York 10468

pertise in CALL, testing, SLA research and/or teacher training. Dutles: Teaching English to matriculated and intensive students participating in AEI research and development projects, and interacting with students and faculty in Linguistics Dept. Safary: \$20-25,000 for 9 mc., another 1/3 for summer. Good benefits. Sond CV, 3 letters of rocommendation by Feb. 21, 1992 to Dr. Jacquelyn Schachter, Dir., AEI, 107 Pacific Hall, Univ. of Oregon, Eugone, OR 97403, Tel (503)346-3945. FAX (503)346-3917. All finefitsts will be interviewed at TESOL. 92 In Vancouver. The UOIs an AA/EO institution committed to cultural diversity.

CENTRAL WASHINGTON UNIVERSITY DEPARTMENT OF EDUCATION

Chairperson of the Department of Education

The chair provides strong leadership in program, curriculum, staff development, and student relations; administers the department; and provides effective leadership in developing and implementing departmental policy, budget, staffing and curriculum. The chair promotes free and open communication within the department and between the department and the university community and works closely with external groups and agencies (i.e. State Board and State Department of Education, Office of the Superintendent of Public Instruction, Educational Service Districts, and other colleges and universities).

Requirements: earned Doctorate in Education, three years' successful administrative experience in public-private schools and higher education, three years' successful teaching experience in public-private schools and higher education, and demonstrated ability to provide leadership and administrative coordination. Profesences: demonstrated research activities, demonstrated leadership in professional associations, experience working with diverse populations, and demonstrated involvement in community activities.

The appointee will become a member of the Department of Education. Rank, salary and tenure are negotiable depending on educational background and experience. Starting date, June 15, 1992.

To apply, send a letter of application or nomination and a complete vita with three letters of recommendation to Dr. Ronald M. Frye, Dean, School of Professional Studies, Central Washington University, Ellensburg, WA 98926. Application deadline is February 14, 1992.

Tenure-Track Education Faculty

Curriculum and Instruction: Requirements: earned Doctorate in Education, minimum of three years' teaching experience in K-12 public schools as a certified teacher and experience in teaching general curriculum and methods courses. Responsibilities: teach undergraduate general methods courses, advise graduate and undergraduate students in Education, supervise practicum students, and participate in scholarly activity.

Blomentary Education/Math: Requirements: earned Doctorate in Elementary Education, minimum of three years' teaching experience in K-12 public schools at the elementary level and knowledge of current elementary school mathematics methods. Coursework in educational research desired. Responsibilities: teach elementary mathematics methods courses, supervise practicum students, advise undergraduate and graduate students and serve on graduate committees.

on granule committee.

Elementary Education/Reading (Two Positions): Requirementar earned Doctorate in Education; an emphasis in reading with supporting coursework in content area reading, language arts and literacy issues; inminium of three years teaching experience in K-12 public schools as a certified reacher. Responsibilities, to teach undergraduate and graduate courses in reading, serve on graduate committees, serve on department standing committees, engage in scholarly activity and supervise practicum students. Please submit official transcripts in addition to other application materials.

Ploid Coordinator: Requirements: earned Doctorate in Education, and a minimum of five years' experience in K-12 public schools as a certified teacher. Preferences: three years' experience in the supervision of educational field experiences and significant expertise in multicultural and special education settings. Responsibilities: coordinate the supervision of off campus early field experience students, practicum students and student teachers; select sites; place students; and organize supervision teams.

Squela Education: Requirements: earned Doctorate in Special Education or related area and a minimum of five years' recent teaching experience in K-12 public schools as a certified special education teacher. The successful applicant will be technology literate, and knowledgeable about current issues and trends in special education and education in general. Responsibilities: teach undergraduate and graduate courses in special education, supervise practicum students, conduct research in areas of interest, and be actively involved in professional and community

To apply for faculty positions, send a letter of application, vita, and three current professional letters of reference to: Dr. Conrad Potter, Chair, Department of Education, Central Washington University, Ellensburg, WA 98926, All application materials must be received by March 1, 1992.

approximation interests must be received by march 1, 1992.

Central Washington University is a comprehensive state university with an enfollment of meanly 7000 students in academic programs offered through the College of Letters. Arts and Sciences, the School of Business and Economics, and the School of Professional Studies. The university is located in Ellensburg, a city of 13,000 two hours from Seattle. Situated east of the Castade mountains in the Kittias Valley, the area is considered one of the finest living environments in the Pacific Northwest.

The university has a strong commitment to increasing the diversity of both its faculty and its student body. CWL operates under an approved Affirmative Action Program and is especially interested in receiving applications from women and minority candidates. Spouses and partners are invited to consider these multiple opportunities.

والمراكب والمراور والمراوان فران المراوان والمراوان والمراوان والمراوان والمراوان والمراوان والمراوان

FACULTY FOR EUROPE AND ASIA

Planning a sabbatical or leave of absence? The University of Maryland University College hires faculty on 10-month renewable appointments to teach on U. S. military bases in Europe and in Asia and the Pacific. Possible position openings include accounting, Asian studies, anthropology, astronomy, biology, business and management, chemistry, computer applications, computer studies, criminology, economics, English, government, history, law enforcement, mattematics, physics, psychology, sociology, and speech Most appointments begin August, 1992. Requirements include a doctorate or two master's degrees, recent college teaching experience and U. S. culzenship. Competence to teach in two disciplines is destrable. Benefits include transportation and military base privileges (PX, commissary, etc.). Frequent travel and the cost of schooling make these positions difficult for those with children. Send résumé to: Dr. Ralph E. Millis, The University of Maryland University College, College Perk, MD 20742-1642. AA/EEO.

Affirmative Action, Equal Employment Opportunity, Title IX Institution

PUBLIC AUTHORITY FOR APPLIED EDUCATION AND TRAINING (PAAET)

KUWAIT

Faculty positions are immediately available in all the ranks and specializations indicated below:

Professor and Associate Professor (earned Ph.D. in areas of specializa-

rion required)
Assistant Professor, Lecturer, Teacher, Assistant Teacher (minimum master's degree in area of specialization is required) Departments and areas of specialization:

1. Department of Basic Education—all basic arts and science: math, chemistry, physics, English language.
2. Department of Commercial Studies—accounting, business law, computer science/management information systems (medium of instruction is Ars-

Department of Health Science (Allied Health Science)—dental hygiene,

3. Department of Health Science (Amed Health Science)—denial hypothery pharmacy, nursing, medical records.

4. Department of Technological Studies—the following engineering fields: electrical (power), mechanical (welding), mechanical, applied science, electrical, chemical, applied mathematics, physics.

Qualified applicants interested in these openings should call, fax or write for applications, salaries, and conditions of service to:

Mr. Mohammad Al-Sulaihim Cultural Attache Embassy of the State of Kuwait, Cultural Division Embassy of the State of Kuwait, 4 3500 International Drive, N.W. Washington, D.C. 20008
Tel: (202) 304-2114
Fax: (202) 363-8394

Completed applications must be received no later than February 15, 1992.

beenational interests.

And suppleasy: The University of Southern and Director of the Southern and Director of the Jane Goodall Research pelogy, the Department of Archives and minurities are encouraged to identify the special or sensation and in cultural antibudies of sensation and fund-raising activities, and succeed the development and fund-raising activities, and the succeeding programs in Gombe and uther the succeeding programs in Gombe and uther comparable behavioral studies in cultural course media in research and commitment range, competitive, Dearline, February 15, sobult letter, vita and list of referpert technical assistance to scholars and other researchers, professional organizations, professional organizations, professional organizations, professional organizations, professional organizations, professional organizations, professional organizations and world war il studies, other archival institutions and act as a liaison of consiste and toreian institutions with Holocaust collections and programs. Requirements include capen knowledge of gractices of archival and library plets and practices of archival and library pean history and culiure, and apetite knowledge of Central Buropean, German and Holocaust history; dectaral level graduate degree; therey in at least one major flavored the processing theory and systems. Knowledge of museum development and the interrelatiosships of archive

sculpture for BFA, MFA and non-art ma-jors. Include letter of application with statement of teaching philosophy, curricu-jum vine with exhibitions record. J letters of recommendation, 20 slides of own work. Additional references and aldes of student work optional. Applications reviewed be-ginning February 17. AA, EOB, WMA. Search Committee, Sculptor, Department of Visual Arts and History, College of Ar-chitecture, Clemson University, Clemson, South Carolina 29634-0309. Art: Art. Department Chair. Rank and sala-

evidence of drawing experise required. Send letter of application, résumé, three letters of reference and 20 sildes each, own and student work. Transcripts may be requested letter. Application deadline February 28, 1992. Mail 10: Foundation Drawing Search, Fino Arts Department, Kutatown University, Kutztown, Pennsylvania 19330. Kutztown University is an Affirmative Action. Equal Opportunity employer and actively solicits applications from qualified minority applicants.

Art. Art Department Chair. Rank and salary open; terure track. Begin August 1992.

Ph. D. or M.F. A. required, Provide leadership for department with four full-time and five part-fines fiaculty. Within context of a selective, liberal arts institution offering the B.F. A. and B. A. degrees, coordinate art history courses, and supervise co-curricular arts institution offering art bittory courses, and supervise co-curricular arts council, excellent gallery apace, extensive erranent collection, and a collective proparam enhancement include an active arts council, excellent gallery apace, extensive permanent collection, and a collective of the program enhancement includes an active arts council, excellent gallery apace, extensive permanent collection, and a collective of the program enhancement includes an estive arts council, excellent gallery apace, extensive permanent collection, and a collective of the program of the progra

S.I. NEWHOUSE SCHOOL of PUBLIC COMMUNICATIONS

Applications are now being accepted for aix expected tenure-track positions in the School of Public Communications, a recognized leader in mass communications education. The School prepares 1,600 undergraduate students and 150 Master's Degree students for careers in print and broadcast journalism, letovision, radio, photography, advantaing, and public relations. A small doctoral program is also effect. The faculty consists of 50 full-films tenure track and visining professors. The School's physical facilities are among the most attractive in the nation. Successful candidates will enter an educational environment in which excellence in the classroom is a necessary condition for success. Faculty are also expected to engage in scholarly and creative activity that brings distinction to the School.

For all positions, the MA or MS degree is required (except in highly unusual cases where professions experience is particularly strong). The PhD degree may be preferred depending on the candidale's scholarly agenda. Evidence of scholarly and teaching potential are required. All positions start August 1992.

A. Assistant/Associate/Full Professor to teach Public Relations principles, writing and campaigns. Strong professional experience ladestred, particularly in business and corporate communications. Rank and salary negotiable.

B. Assistant/Associate Communications. Hank and safary negotiable.

B. Assistant/Associate Professor to leach Advertising courses in copywriting for both print and broadcast modia, the conception of advertising campaigns, and innovative profilem solving in marketing. Strong professional experience is desired. Rank and ealary negotiable.

C. Assistant/Associate Professor to teach Broadcast nowswriting, reporting, and producing. Significant professional experience in broadcast news, particularly at the notiverx lovel, is preferred. Knowledge of computers and interest in introducing computers into broadcast news oducation is desired. Rank and safery negotiable.

D. and E. Assistant/Associate Professors to teach in at least two of the following areas: video antior sound production, writing for the electronic media, electronic modia management and programming, electronic media criticism, and public policy formation for the electronic media. Knowledge of computers to manage information in the electronic media is desired. Rank and salary

F. A sixth position is available for a candidate who can teach in both a breadcast journalism program and a television/radio/bim program. Must possess profes-sional skills that combine elements of C, D and E (above). Knowledge of computers is destrable. Plank and salary regotiable at the Assistant or Associate.

Applications will be reviewed beginning in late January and all searches will continue until the positions are lilled. Please provide a detailed vita, evidence of professional and/or acade mic activaturent, and the names and phone numbers of late references. All applications should be addressed to the appropriate chaliperson (listed below) at the B.I. Newhouse School of Public Communications, 215 University Place, SYRACUSE UNIVERSITY, Syrapuse, NY 13244-2180.

A. Professor Elizabeth Toth
B. Professor Carle Lloyd
C. Professor Dona Hayes

T. Professor Peter Moller
Professor Peter Moller Syracuse University is an Allirmative Action/Equal Opportunity Employer. We are committed to a multicultural environment and encourage minorities and

Positions Available at

Kansai Gaidai Osaka, Japan

Kansal Galdal (Kansai University of Foreign Studies), located halfway between Osaka and Kyoto, will have several openings for Assistant, Associate, and Full Professors starting in April, 1991, We are looking for people in fields such as Anthropology, History, Literature, Political Science, Psychology, and Sociology, to teach graduate and undergraduate courses in those areas with emphasis on the United States and Japan. The normal teaching load is six 90-minute classes per week. Courses are conducted in English.

Qualifications: Doctorate or Doctoral Candidate in the fields listed above or related areas. Two-three years' teaching experience. Overseas teaching experience. ing/living experience a plus.

Salary: Approximately 6 million yen per year (US\$46,154 at US\$1 = 130 yen) depending upon quelifications and experience. Furnished housing, round trip air fore US-Japan, visa sponsorship. One-year renewable contract for up to three years with longer terms negotiable.

To Apply: Send CV and three letters of recommendation. Have current transcripts reflecting all post-secondary education and highest degree earned, sent directly from the registrar.

Hajime Yamamoto, Dean Center for International Education Kansal University of Foreign Studies 16-1 <u>Kitakatahoko-cho</u>

No telephone enquiries will be accepted.

Art Education/Woodworking: Art Education and Crafts Department of Kutztown
University, amounces a full-time, tenute
track position, at the rank of instructor or
Assistant Professor, in Wood Dealen, starttog September 1992. Courses to be inught
are on the undergraduate level and inchefe
introduction and advanced woodworking
and graphic drawing techniques for designera. Additional courses may include twodimensional design, three-dimensional design and other craft related offerings. A
knowledge of computer skied design and a sign and other craft related offerings. A knowledge of computer at loc design and a back ground or teaching in the history and marketing of crafts is also designed. M.F.A. and exhibition record in wood and a minimum of three years' college teaching experience is requised. Seed letter of application, vita, three letters of recommendation, lo skides unsimum, a lides majnown, of students' work (clearly marked as such), to slides majnown, of students' work (clearly marked as such), to slides majnown, of candidate's work (labeled with title, medium, size, and date) and a brief lastement of leaching philosophy, postmarked an interthan March 1, 1992 to: James Malenda, Recruitment Chairporpou, Department of Art Education and Crafts, Kutztown University, Kutztown, Pennsylvania 1930. Kutztown University is an Affirmative Action, Equal Opportunity Employer and actively solicits applications from minority candidate.

year, liberal arts, United Methodást Church aurported institution. The twelve hour/se-mester load includes art appreciation, art history and studie art (in at least two exeas; i.e., reainting, drawing, sculpture, pottery, photography, etc.). Curriculum development will be easential. An interest in listory is preservation, readonal lolis art and architectural history is desirable. Maxier's required (with at least 18 greating hours in the discipline), Doctorule in art history preferred. College teaching experience and demonstrated commitment to teaching exforred. College teaching experience and demonstrated commitment to teaching excellence, and scholarity/creative netivity required. Salary and Rank: Negoriable, commensurate with qualifications and experience. Starting date: August 1992. Send letter of application, vita, transcripts and three letters of recommendation to: Michael McAillister, Chair, Art Search Committee, Performing and Visual Arts Department, North Carolina Wesleyan College, 3400 North. Wesleyan Boldeward. Rocky Moust, North Carolina 28804. Review of applications will begin latitary 31, 1992 and continue until position is filled. Minorities, women, and privateally challenged persons are especially endouraged to apply. North Carolina Wesleyan Editenged persons are especially endouraged to apply. North Carolina Wesleyan College is an Equal Opportunity Employer.



American University of Beirut

850 THIRD AVENUE, NEW YORK, N.Y. 10022

Division of Education Programs **Department of Education**

Positions at Assistant/Associate Professor level are available beginning October 1992 in:

Elementary Education Education Administration

Qualifications: Completed Doctorate in the field is required. Knowledge of Arabic and related experience in Arab countries are assets. The language of instruction is English. Duties: Teaching graduate and undergraduate courses and advising MA students in the Department of Education. There may be opportunities to participate in special programs, institutes, or other educational projects sponsured by the University and/or ministries of education in the region.

Qualified candidates should send résumés to New York address as fultows: Director, Division of Education Programs American University of Belrut 850 Third Avenue, 18th Floor New York, New York 10022-6297

AUB is an Attirmative Action, Equal Opportunity Employe

U.S. passports are presently invalid for travel to, in or through Lebanon, and for residence in Lebanon, by order of the Department of State, and therefore applications from Individuals who would travel to or reside in Lebanon on a U.S. passport cannot at this time be considered.

THE JOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies The Johns Hopkins University Nanjing University Center for Chinese and American Studies

(SEARCH REOPENED)

The Paul H. Nitze School of Advanced International Studies (SAIS) of The johns Hopkins University Invites applications/nominations for one International economics faculty position at the john Johns Hopkins University-Nanjing University Center for Chinese and American Studies in Nanjing, PRC. One or two semester appointment (1992-93) may be renewable. Course load will include (1) Principles of Economics and (2) International Trade and Finance. Other courses may include (1) Issues in the American Economy, (2) Comparative Economic Development, and (3) Topics in Sino-American Economic Relations. Students will be advanced Chinese students whose English is adequate for graduate course-work. Scholass holding the Ph.D. or equivalent who are specialists in the above fields are encouraged to apply. Salaries, status, and benefits are competitive. Travel to and from China for faculty and dependents will be provided. Apartments for faculty families are available in the Center's residential wing, which also houses the American and Chinese students. Qualified applicants should send a letter of application and curriculum vitee to Dr. William Speldel, Executive Director, Hopkins-Nanjing Program, SAIS, 1619 Massachusetts Avenue, NW, Washington, DC 20036-2213, They should also request three references to write letters on their behalf directly to Dr. Speldel. The deadline for application and reference letters is January 31, 1992. For additional information, telephone (202) 663-5808. An Affirmative Action, Equal Opportunity Employer.

ual editina. Application deadline March 13. 1992. Send letter, vins. 20 sildea, 3 current letters of irreference. Stampededdressed envelope for resura of abdes to Jeffrey fleggow. Thillij. University of Wisconsin 3411-7001. AAROZ.

Arts Administration Gallery Director. College of Charleston School of the Arts, faculty line. Assistant professor, non-tenure track. Ten-month approisment, beginning August 15, 1992. Salary dependent upon experience. M.F.A., Ph.D., or M.A. requived. At least three years' experience in gallery or museum, with emphasis on contemporary cahibitions and issues. To curreit eand administer sit aspects of the Gallery program in coordination with a gallery committee of faculty from the Studio Art Department and the Art History Department of a Callery Fundamentale course, and either a studio, at history, or criticism course, depending upon appelaints of the Caller of Interest, résumé, evilence of professional achievements in exhibitions (M.F.A.) or publications (Ph.D., M.A.), takies and catalogues documenting salery experience, 3 letters of recommendation, self-audressed, atamped envelope for return of materials. Screening of applications will begin January 31, 1992 and comminate until position in filled. AAEO/WMA. chickes and Fullips, Galley Commission Content of the Calles of Charleston, Ciarlession, South Carolina 19424. AM-INT by prior appointment only.

Arts Administration Administrator—National Council on Education for the Ceramic Arts. Part-time staff position available. Fishelary responsibilities include financial planning and managament, database managament, gan database managament, and database managament works. Experience in non-profit andor arts desirable. Send resume, attement expressing one's interest and five references with phose numbers by February 14, 192 to: loc Bova, NCECA Fresident-Elect, co School of Art, Ohio University, Steafred Hall, Athena, Ohio 45701-2979.

required withousy courses. M. S. degree required with some specialization in human anatomy and physiology and some successful college nearthing experience. Salary dependent upon experience and qualifications, Four year renewable contract track. Position available September 1. 1927 Applicants should send résumé and names addresses, and telephone numbers of three references to: Professor Turry Keiser, Department of Biological Sciences, Ohio Northern University. Ads. Ohio 43810. Deadline is March 1, 1992, or until a sultable candidate is identified. AA/BOB.

Biological Sciences; University of Gusan, Zoolosiat; The University of Gusan is recruiting at the Assistant/Associate Professor level for a full-time (9 months) Ph.D. Biotosiat, preferably with post-doctoral experience. Expertise in Population and/or Evolutionary Genetics is preferred. Teaching dutter will include undergraduate Genetics, Animal Diversity. Comparative Analomy, Evolution, and an upper division or studiest course in the area of expertise. An active research program in support of our M.S. degree (Biology) is expected. The opening is flexible and can be a one, two, or



NORTHLAND

Endowed Chair in Environmental Ethics

Northland College, a distinctive liberal arts/environmental college founded in 1892 and affiliated with the United Church of Christ, see a senior teacher/scholar as the first holder of the A.D. and May Elizabeth Andersen Hulings Distinguished Chair in the Humanitis The holder of this Chair should possess a broad background h philosophy and religions, in particular Western traditions but with global perspective, and is expected to give academic and scholar leadership to the Environmental Ethics dimension of Northland mission and curriculum.

Candidates for this tenure track position must hold the Ph.D. and qualify for the rank of Associate or Full Professor. Responsibilities include environmental ethics, a range of philosophy courses, religion/ spiritual traditions, participation in the College's planned on curriculum, and occasionally courses in intellectual history. A commitment to excellent undergraduate teaching and scholarship in the liberal arts tradition is expected. The position is available in La

Located on the south shore of Lake Superior near the Aposte Islands National Lakeshore, Northland College has 48 FTE facility members and 750 FTE students. Among its academic programs are interdisciplinary offerings in Environmental Studies, Native America Studies, Outdoor Education, and Conflict and Peacemaking. The College is also home to the Sigurd Olson Environmental Institute.

Nominations and applications should be submitted by February 20, 1992. Please send letter of application, curriculum vitae, three letters of recommendation written specifically for this position evidence of teaching excellence, and a sample of recent scholarly work to Sue Cram, Human Resources Coordinator, Northland College, 1411 Ellis Avenue, Ashland, Wisconsin 54806-3999. Northland College is an Equal Opportunity/Affirmative Action employer.



HONG KONG BAPTIST COLLEGE

A Government-funded Institution of Fligher Education offering undergraduate and postgraduate courses FACULTY OF ARTS

Senior Lecturer/Lecturer in Comparative Literature/Criticism (PRC92) (Tenurable September 1992)

Contrable September 1992)
Applicants should have a higher degree, preferably a Ph.D. degree, in revant discipline with adequate teaching and research experience. Held should also have a good grounding in the relevant methodology, and methave strength, though not me essarily equal strength, in Western and Chievelterature/Criticisms. Preference will be given to candidates with a publication-supported background in Chinese fiterature/criticism, and an ability teach subjects included in the curriculum of the programme of Chieve Language and Lineature.

Terms of Appointment:

Depending on qualifications and experience, salary will be in the ranged HK\$385,020 to 11K\$511,860 p.a. for Sentor Lecturer (apport 1US\$ = HK\$7.8); and HK\$212,460 to HK\$368,040 p.a. for Lecturer. Appointment on overseas terms will initially be for a term of 2 years. A gubb of 25% for Sentor Lecturer and 15% for Lecturer will be paid upon sassactory completion of contract. Subject to review and mutual agreement, the appointment may be renewed either on superannuable terms or gubb terms. Other benefits include vacation leave, medical & dental benefits appointee & family, children's calucation allowance, passage and houses assistance. Application Procedure:

Please send complete CV. transcripts to the Personnel Section, Hong Key Baptist College, 224 Waterloo Road, Kowloon, Hong Kong (Fax: 485.8)39-7371). Candidates should also ask at least three referees to write directly the College. Deadline for application is 15 February 1992.

three-year tenure or non-tenure track position. Send curriculum vitae, a statement of
eaching and research interests, reprints,
and three lotters of reference to Dr. Errest
A. Matson, Biolosy Search Committee, clo
Personnel Services Division, UOG Station,
Manglao, Ouam, 96923, (Fel: (671) 71491099733; Isax: (671) 774-3118. For information about Guam and UOG, confact Dr.
1352; S-Mail Interest on the statement of three reference of the statement of the stat

UOG is an affirmative action employer.

Biological Sciences: Faculty position. The Philadelphia Collega of Pharmacy and Sciences invites applications for one ienure track tracking/research position at the Assistant Professor level beginning August 15, 1992. Animal Biologist/Environmental Scientist—the successful candidate will have a major role in a team-taught freshman biology lecture/laboratory program. In addition, the selected individual will be expected to assume responsibility for undergraduate courses in Eawtronmental Biology. Animal Behavior, Invertebrate Zoology and Vertebrate Zoology: the last three are taught on an alternate year basis. To be considered, an applicant must have a Ph.D. degree and strong interest in freshman instruction. Individuals it in freshman instruction. Individuals the firshman instruction. Individuals the firshman for improving student understanding of biological concepts are encouraged to apply. Opportunity also exists for participation in a new program leading to teaching certification in four areas of science at the secondary invest. Applications for coorderation must be received by February 1, 1992, and should consist of the following: (1) a letter

spectrum of backgrounds are encourse the looking March 1989. Hill the looky My colosy. Full time, tears as Assistant Professor faculty position in crobiology/Flant Pathology/My colosy teach Microbiology Flant Pathology My colosy and teach Microbiology to diploma garden set Reading Hospital and comes a Kutztown University in plant pathology, my colosy, and non-major set ence and Ph. D. required. Application to considered after resums, tare learning recommendation, and official marchine to considered after resums, tare learning recommendation, and official marchine have been received. Beand all the sand Dr. Ann Zayatta, Chairman of the sand Lorent Committee. Biology Department, by 19530, Kutztown University, Kutztown Furlwersity and actively solicits applications to the sand and setting the solicit applications for the solicits applications for the sand and actively solicits applications for the sand date for receiving applications k February 1981.

Science is an Equal Opportunities along to mitroe Action Employer with a store to mitment to racial, cultural, and epitic versity. Nominations of and applicate from women and individuals from to spectrum of backgrounds are encursed.



Peabody College of Education and Human Development Vanderbilt University

As an influential leader in education, psychology, and human development, Peabody College seeks to develop innovative solutions to the challenges facing children and families, schools and classrooms, and the workplace. Penhody has long been recognized as a premier institution for the preparation of teachers, education leaders, and educational and psychological researchers. The College has experienced a decade of planned growth in its research and training programs and we plan to move aggressively to support continued program development, as indicated by the positions announced below.

Peabody currently has a distinguished body of over 100 faculty members and more than 1400 undergraduate, graduate and professional students. Faculty and students are distributed across five academic departments, regularly recognized as among the best in the country. Faculty and students are engaged in an extensive array of research and development efforts, many of which are supported by major college centers including the Center for Advanced Study of Educational Leadership, the Corporate Learning Institute, the John F. Kennedy Center for Research on Education and Human Development, and the Learning Technology Center. Special programs within these units include the Susan Gray School for Children and the Institute for Developmental Neuroscience.

Peabody College actively supports interdisciplinary, collaborative programs in the areas of research, development and training. We seek the most highly qualified individuals for our position openings and have a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are especially interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals. Specific position applications should be addressed as indicated below. General inquiries regarding the College's research and training programs may be addressed to the Dean's Office, Peabody College, Vanderbilt University, Nashville, TN 37203.

James W. Pellegrino

DEPARTMENT OF EDUCATIONAL LEADERSHIP

Higher Education Administration.

The Department of Educational Leadership invites applications and nominations for two tenure-track positions in the field of Higher I ducation Administration - one at the asinantand one at the assistant/associate professor level. Applicants unnit have an earned doctorate in higher education or such related disciplines as authorology, economics, october in ingore constant in a sector, political science, public policy, or sociology. Candidates at the senior level must have evidence of significant scholarship including an stablished record of educational research with commensurate publications. For candidates at the junior level, evidence of quality research is required along with the delineation of specific lines of investigation for facure educational research. Candidates must have expertise in at least two of the following areas, academic affairs and administration, curriculum, faculty, organizational behavior, philosophy and history of higher education. Individuals must have the ability to bridge the practice and theory areas of history the practice and theory areas. of higher education administration. For a version position, candidates must have prior or higher education administration. For a sensor position, candidates must nave prior maching, research or policy experience. Purstion responsibilities include: (1) Developing research recovers in the department's higher education program. Depending on the candidate's interest, the possibility exists to reach other courses within the department and college. (2) Conduct research in the candidate's area of specialty. (3) Assist in developing and implementing departmental programs (4) Advise stud ereaging and imprimenting departmental programs (4) curve statems in the program and serve as major professor and commutee member for discount students in higher education and related fields. Address applications, minumations or impurities in: Dr. Joseph Murphy, Chair, Department of Educational Leadership, Box 514, Peabody College, Vanderbilt University, Nashville, 178–3723, 1615) 372-8680.

DEPARTMENT OF PSYCHOLOGY AND HUMAN DEVELOPMENT

The Department of Psychology and Human Development invites applications for an open rank tenute track position or the area of Cognition and Institution. Apple ants should have strengths in areas such as cognitive theory, developmental theory, and their implications for learning and mornicition. Research approaches that mediade computasomal and exemplate modeling techniques and/or instituctions has their include computer to delign of intelligent interior by permedia environments, are encouraged. The position include seaching responsibilities in the graduate and undergraduate cognitive studies programs. Research activities, in part, should complement the mushon of the Leatung Technology Center, which is to draw on principles of cognitive and developmental theory to improve instruction. The College takes a board, integrative view of the relationship between theoretical and ensuited less architectured to the principles. relationship between theoretical and empirical research related to sugnition and learning Applicants should send a vitae, a cover letter describing entirest research areafol and Susan Goldman of Dr. John River, Cognition & Institution State of reference to Dr. Susan Goldman of Dr. John River, Cognition & Institution State Committee, Bux 43, Peabody College, Vanderbilt University, Nashville, 123–37203. E-mail: GoldmanS&vactivas.birnet or Resert | Swarters and State Committee.

DEPARTMENT OF HUMAN RESOURCES

Public Policy and Economics.

The Department of Human Remotes stivites applications for a senare track position in the area of Public Policy and Economics at the assistant profesor level. Puties will include teaching applied microeconomics to graduate and undergraduate public policy students. Research interests in education, health, mental health, or welface economics preferred. The position of the public policy students. preferred. The position offers an apportunity to work in a heely interdisciplinary environment with colleagues in the total and behavioral sciences in the contents of Peabody's graduate program in public policy and the Vanderfult Institute for Public Policy Studies. We are treeking candidates with an earner'd factorize and high potential for fourie scholarship and an interest in making a difference in public programs. Send curriculum stems of an interest in making a difference in public programs. curriculum vine, papers, preprints or reprints and the names and addresses of three references to Dr. Clifford S. Russell, Chair, Search Committee, Vanderbilt University,

Human Resource Development.

The Department of Human Resources invites applications for an open rank tenure track position in the area of Human Resource Development. The position is affiliated with the Common Land of Human Resource Development. orposate Learning Institute (CLI). The Institute produces knowledge about how stons learn in diverse work environments and assets organizations in applying that moviedge in the design, delivery and evaluation of their human resource development programs. Primary responsibilities include teaching in the undergraduate human development program and the graduate program in human resource development, and providing research leadership to the CLI. In addition to a relevant development, and though the control program and the graduate program in human resource development, and providing research leadership to the CLI. In addition to a relevant development development the lons include a well-developed essents in program related to effective adult learning in the storage. Relayant decreases include human resource development, organizational behavior, industrial actions and the contract of th behavior, industrial and organizational psychology, and instructional design, among others. Send vine, three letters of reference, and sample research papers or publications to Dr. Neal Nadler, Search Committee, Department of Human Resources, Hor 321, Pashody College, Vanderbill University, Nashville, TTV 37203.

The Department of Human Resources invites applications for a pon-tenure track position in the area of Human Development at the assistant professor of the practice level.

Duties will include teaching, curriculum development, and coordination of some elements of an innovative undergraduate curriculum. Exact duties will depend on the cambidate's qualifications and experite bur could include teaching courses in early child development, applied human development, organizational theory and organizational development, reaching and coordinating one of the laboratories that introduce students to core skills in the carrieding of the Human Development Program (writing, oral presentation, interpersonal communication, analytic thinking and creative problem solving), and teaching a sentinar associated with the program's internation. The position includes participation in planning activities to coordinate program objectives and enture continuity across the courses in the core curriculum and internship experience. Other qualifications sought include expertise in experiental education, the development of inulations and laboratory experiences, computer assisted instruction, multimedia stesculation techniques, program evaluation and outcome measurement in higher solucation. Applicants should have an earned doctorate in on appropriete field. A complete suge, letter responding to the characteristics mentioned above, and the name and addresses of thice references should be sent to Dr. Robert Innes, Chair, Faculty Search Commutee, Box 67, Peabody College, Vanderlah University, Nashville, TN

Field Placement Coordinators.

The Department of Human Resources invites applications for two non-tenure track provious as Field Placement Coordinator and Assistant Field Placement Coordinator in the human development program. One position is at the assistant professor of the practice level and the other is at the instructor to the practice level. Primary teaponabilities include development, placentent, and supervision of full-time, one-semester intenships and other field placements in Nashville and coordination/liation with faculty involved in Internship placements in Adauta, GA, Washington, DC, and Cambridge, England. Interacting placements in Artauta, GA, Washington, DC, and Cambridge, England. Other responsibilities include reaching a course incareer development, reaching seminars associated with the internship, supervising sraff and graduate assistant working in activities related to the internship, and arademic advisement. Qualifications include experience with and ability to effectively interface with organizations ranging from human service apprairies to corporations and specific experience with field placements, experience with field placements, experiental education, university teaching, and career planning and development. The positions include participation in planning activities to coordinate program objections and emute continuity across the courses in the core cutriculum and limenship expetiand renute continuity across the course in the core currentian and intersuip exper-ence. The contributor should have an earned doctorate in psychology, conseling, or a related field and the assistant coordinator should have a master's degree in an appropriate field. Send a complete vision, a letter responding to the characteristics mentioned above, and names of three references to Dr. Robert Innes, Chair, Internship Coordinator Search Continuitee, Box 67, Perbody College, Vanderbilt University, Nathville, TN 37203.

DEPARTMENT OF SPECIAL EDUCATION

The Department of Special Education invites applications for an open rank tenure track pusition in the area of Visual Impairments. The successful applicant will be expected to maintain a program of empirical research, reach courses related to visual impairment at the undergraduate and graduate levels, and advise students. Porsons with expertise and interests in working with multiply handicapped populations are espect apply. Preference will be given to candidates who have the following ductorate in special education or a related field; (2) evidence of scholar doctorie in specimentation or a reason into the evidence or knowly production an active program of research in visual impairment; (3) reaching and/or tervice delice experience in visual impairment; (4) excellent instructional skills including enthusiant of the contraction of the experience in vasual impairment; (4) executed instructional usins mentioning entities are for reaching and advising students; (5) experience and interes in reacher odustion; (6) experience success in securing funds for research, training, or program development; (7) experience in developing collaborative relationships with colleagues in other disciplines. Application materials should consist of a letter of intent, current vites, a brief description of research plans, reprints of three scholarly publications, and names and addresses of three references. Application materials should be sent to Dr. Everett Hill, Chale, Visual Impairment Search Committee, Box 328, Perbody College, Vanderbilt University, Nashville, IN 37203.

At Risk for School Pailure.

The Department of Special Education invites applications for an open rank tenure track position in the area of Students At Risk for School Fallure. The department seeks symmetric who explotes educational problems and solutions through descriptive or experimental research with at-risk school-age (grade 1-12) children, including minority students and acudents with databilities. The department is particularly interested in students and students with databilities. The department is particularly interested in persons examining child-terting interactions that may contribute to at-risk status. Preference will be given to candidates who have the following qualifications: (1) doctorate in special education or a related field; (2) evidence of scholarly productivity and an active program of research: (3 excellent instructional skills including enthusiasm for teaching and adming students; (4) experience and interest in teacher education: (5) experience in securing funds for research and training; (6) Interest in developing collaborative relationships with colleagues in other disciplines. Application materials should consist of a ferter of intent, current vitae, a brief description of research plans, reprints of three scholarly, publications. And names and addresses of three references. Application or a sense or intent, current water, a ones description of research paint, reprints of three scholarly publications, and names and addresses of three references. Application materials thould be sent to Dr. Douglas Fuchs, Chair, "At-Risk Students" Search Communes, Box 328, Peakody College, Vanderbilt University, Nashvilk, TN 37203.

Director of Field Services.

The Department of Special Education invites applications for a non-tenure track position as Director of Field Services at the assistant or associate professor of the practice level. The department seeks someone with expertise in instructional methods at the elementary and econdary school level to supervise student teaching and practicum programs and conduct a student teaching sensiner. Advising graduate and undergraduate student is expected, and academic year and auminer teaching opportunities are available. Preference will be given to candidates who have the following qualifications: (1) 4 doctorate in special education or a related field; (2) prior experience in directing and approxiting field placements; (3) teaching experience in special education at the elementary or accondary levels; (4) experience and interest in teacher education. Application materials should consist of a letter of intent, current vitae, a brief description of supervision experience, and names and addresses of three references. Application materials should be sent to Dr. Ann Naiser, Chair, Field Services Search Committee, Box 138, Peabody College, Mondrill, Heisterien, Nashville, TN 37203. 328, Peabody College, Vanderbilt University, Nashville, TN 37203.

DEPARTMENT OF TEACHING AND LEARNING

Mathematics Education

The Department of Teaching and Learning invites applications for two tenure-track positions in the field of Mathematics Education-one stopen rank and one as the assistant professor level. Both positions are to be past of on-going tesearch and development projects in cognition, teaching and learning mathematics, mathematics teacher educa-tion, and applications of technology to both mathematics teaching and learning and mathematics teacher education. Applicants should have a strong background mathematics with a research program in progress (or strong potential for) and have experience and interest in mathematics education of the secondary level (position 1) or the elementary/middle school level (position 2). Specific rank is not tied to either the elementary-mouse sensor lever (position 2). Specific rates is not size at elementary position. Position responsibilities include teaching and advising in markematics education at both the graduate and undergraduate levels. Candidates should hold an earned doctorate in an appropriate orea and have pre-college teaching experience. Application materials should include a letter of interest, current vitae, and the names, addresses and telephone numbers of three references. Materials should be sent to Chair, Markematics Education Search Committee, Box 330, Peabody College, Vanderbilt University, Nashville, 1N 37203.

Early Childhood Education.

The Department of Teaching and Learning invites applications for a tenure-track position in the field of Early Childhood Education at the assistant professor level. Teaching experience with young children is an important part of the telection criteria, along with a record of (or strong potential for) research and publication at the national level, Position responsibilities include seaching and advising in early childhood education at both the graduate and undergraduate levels. Candidates should hold an estrict doctorate in an appropriate area and have pre-college teaching experience. Application materials should include a letter of loterest, curters value, and the names, addresses and relephone numbers of three references. Maserials should be sent to Chair, Early Childhood Education Search Committee, Box 330, Peabody College, Vanderbill University, Nashville, TN 37203.

LEARNING TECHNOLOGY CENTER

Post Doctoral Researchers

The Learning Technology Center invites applications for post doctoral researchers with interests in cognition, instruction, and technology in educational settings. We anticipate hiring up to three individuals. The Cognition and Technology Group at the Center is hiring up to three individuals. The Cognition and Technology Group at the Center is involved in several ongoing projects in mathematics, science, and literacy education. Over the next year, the group will be initiating new projects in these and other areas Applicants should have an interest in functioning as part of this group, as well as pursuing their individual research agends. Ongoing projects lactude work on complex problem solving in the context of the videodise-based mathematics series "The Adventures of Japer Woodbury," development and teating of several science problem solving projects; research on the role of integrated media in developing language proficiency; and testarch rescent on the rose of integrates means in developing language proteonery; and research on design plunciples for distance learning through relecommunications and releconferencing. In general, the research activities focus on individual learners as well as on collaborative groups and much of the research is classroom-based. Applicants with tracerch expertise in case study methodology, naturalistic observation, and other forms ruseach experise in case study methodology, naturalistic observation, and other horms of qualitative design and analysis as well as those with traditional quantizative skills are invited to apply. The positions are for a minimum of two years, and begin July 1, 1992 (earlier start dures are possible). Send lotter of application, current virue, and 3 letters of recommendation to Dr. Susan Goldman or Dr. John Bransford, Box 45, Peabody

Vanderbilt University is an equal opportunity employer. Salaries at Vanderbilt are highly competitive and the University provides a generous benefits program. Priority consideration will be given to those applications received by February 28, 1992, though each search will continue until the position is filled.



Teachers College, Columbia University

Department of Curriculum and Teaching Assistant/Associate Professor Two Year Appointment, Renewable and Tenurable

To participate in the programs in curriculum theory and history of the curriculum field.

olon field.
Responsibilities: Cater graduate courses and direct ductoral research focusing on theory, history, design and development of curriculum.
Qualifications: Earned doctorate in curriculum theory, history, and/or development. Teaching experience, preferably in orban sectings and with diverse learner populations, Established record of scholarly inquiry and publication in the context of general curriculum theory; involvement and/or interest in curriculum design in at least one of the following areas: urban education, multiculum design in at least one of the following areas: urban education, multiculum design in a few or order y education.

Letter of application, CV, 3 letters of recommendation to Professor Frances Bolin, Box 31 Review of applications to begin January 30, 1992 and contin-ue until search is successfully completed.

Department of Higher and Adult Education

Two Faculty Positions Two Faculty Positions

The Department of Higher and Adult Education announces two faculty positions for the 1992-93 academic year. The Department has maker's and dioctoral programs in four areas: adult harming, college teaching and academic leadership, college and university administration, and stockent personnel work. Programs of study in the Department reflect an integration of the scholarship and expertise regresented in the four general areas of study. Courses of study are designed in both craditional/residential, distance learning, and numesidential formats. Department laculty teach across program areas although each is assigned to a primary leaching-research area. The Department's particularly interested in Individuals who can integrate the new scholarship on geoder, race, and class with the existing curriculum and research offerings.

Assistant/Associate Professor Two year appointment, renewable and tenurable

Primary responsibility in Student Personnel doctural program with additional responsibilities in the Highes Education and College Teaching programs. The successful candidate should have a record of research and graduate level instruction in the following areas: thereizes of adult and student development, history and philosophy of the profession, university environmental assessment, multicultural issues in both the corriculum and the study body, and qualitative and quantitative research methods. Additional relevant areas include: knowledge of college curricular novements, systems theory, experience with community colleges, and the ability to foster more integrated scholarship between student and academic affairs.

Assistant/Associate Professor Two year appointment, renewable and tenurable

Primary responsibility in the Adult Learning/Adult Education Guided Independent Study Program (ACGIS). The successful candidate should have a record of research and practice in the fullowing areas of adult education practice; theories of adult learning and critical trinking, qualitative research methods. Additional relevant areas include: adult literacy, social action, continuing, or professional education. Familiarity with one of the tollowing concerns; learning in the workplace, the adult learner on campus, International settings, and diversity in scholarship concerning gender, race, and class. Relevant additional experience: teaching in a higher education/graduate education setting and dissertation advisement.

are enucation setting and dissertation advisement.

Review of applications will begin January 30, 1992, and continue until the search is successfully completed. Vita, three letters of recommendation, statement of interestingualifications/research agenda, and professional writing sample to Dr. Sharon McDade, Chair of Seurch Committee, Box 101. Candidates seriously considered for interviews will be asked to privide additional information (course syllabi, additional writing samples, and teaching evaluations).

Department of Speech and Language Pathology and Audiology

Assistant Professor Two year appointment, renewable and tenurable

Teachers College seeks a professor eager to join in the building of the Department of Speech and Language Pathology and Audiology. Opportunities for research, curriculum development, and innovative program designs in a major metropolitan area. The candidate's area of specialization should be in Speech Language Pathology and can include language disorders, phonology, fluency, and neurogenic disorders. Future faculty appointments are anticipated. The Department seeks to continue its long history of excellence in the pasic sciences and disorders in communication processes.

Qualifications: Earned doctorate; CCP-SLP, eligibility for state license; evidence of successful teaching experience; established record of research and success in obtaining outside funding to support research and students; experience and interest in working in urban areas, with culturally diverse populations.

Responsibilities: Teach graduate courses; lead doctoral dissertations, main-

Review of applications will begin March 15, 1992 and continue until the search is successfully concluded. Letter of application, CV, 3 letters of recommendation to Search Committee, Box 160. ommencation to Search Committee, Box 100.

Teachers College as an institution has long been committed to a policy of equal opportunity in employment. In offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding employment opportunities to minorities, in its own activities and in society. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g., urban and minority concerns) may be considered for a higher rank than advertised.



Teachers College Columbia University

525 West 120th Street New York, New York 10027

AA/EO Employer

Biological Sciences/Research: Microbiologist. Duties; develop new assays involving and using HIV and other virusos, perform in vitro and in vivo testing for anti-vital druss, genorate experimental data using approved assays, assist in dexist of customized R&D experiments and services. Minimum qualifications: Doctoral (or pear completion) in Microbiology. 18 months' research experiments of months' research experiments in interest of months' research experiments of months' research experiments of months of months and research experiments. The months of the Miniments of the Miniments



UNIVERSITY OF MISSOURI-COLUMBIA

University Hospital Professor of Nursing

The School of Nursing at the University of Missouri-Columbia invites nominations and applications for a new named senior faculty position. Sponsored by the University of Missouri Hospitals and Clinics, this position is indicative of the commitment to collaboration between service and education. Candidates are expected to share that commitment although the appointment will be fully in the School of Nursing. Responsibilities of the position will include research, teaching, and service. The precise nature of these activities will be determined by the appointee's interests and expertise.

We are esseling an accomplished purse scientist to fill this important

mined by the appointer's interests and expertise.

We are seeking an accomplished nurse scientist to fill this important position. Candidates are, therefore, required to have an excellent record of research and scholarship, significant graduate teaching experience, and expertise in a nursing specialty practice area. Educational background must include master's preparation in a clinical specialty and a doctoral degree in nursing or a related field (a nursing doctorate is strongly preferred). Rank, salary, and tenure status are commensurate with experience and qualifications.

The University of Miscaus Columbia is best to solance research.

The University of Missouri-Columbia is health sciences, research university. The School of Nursing offers baccalaureate, master's, and continuing nursing education programs; a doctoral program is projected to begin enrolling students in Fatl of 1992. Located in mid-Missouri, near numerous cultural and recreational opportunities, the city of Columbia offers an excellent and affordable quality of life. Send letter of application and curriculum vitae to:

Mary Manderino, Ph.D., R.N.
Chair, University Hospital Professor of Nursing Search Committee
\$328 School of Nursing
University of Missouri-Columbia
Columbia, MO 85211

Applications will be accepted until the position is filled. The Univer-

THE COLLEGE OF ST. SCHOLASTICA

CHAIR OF PHYSICAL THERAPY

The College of St. Scholastica seeks candidates for a tenure-track position to chair a seven-person department which offers the entry-level master's degree with a clinically focused curriculum. An earned offertorate is required, administrative experience destrible. Postition available June 1992; rank and salary commensurate with expertence and qualifications.

Sand letter of application, vita, and letters of reference to Dr. Larry Goodwin, Dean of Faculty, The College of St. Scholastica, 1200 Kenwood Avenue, Duluth, MN 55811. Position will remain open until a suitable candidate is found. AA/EOE.

St. Scholastica, a coeducational, Benedictine college with an enrollment of 1,950 traditional and non-traditional students, seeks to integrate liberal learning with professional preparation. The College offers both graduate and undergraduate programs. Duluth, Minnesota, located on the shore of Lake Superior, serves as a regional medical and relationanter and is located on one of the midwest's most beautiful vacation areas.

Blology Assistant Professor, Luther College. Preference siven to those who apply by February 15. 1992. Expertise in inventebrate biology (parasitology or entomology considered) poctorate required, portdoctoral experignees and ecological orientation desirable. Teach upper level intermediate biology course and participate in team-taught general biology course. Other teaching assismments depend upon interest and expertise of candidate, and college needs. Cardidate will be encouraged to alignet undergraduate will be encouraged to alignet undergraduate excessors in content of a liberal arts college. Review of applications begins February 15, 1992 and constitutes and position in filled. Send letters of recommendation, reprints, and transcripts of undergraduate and graduate work to: John Tostem, Head, Department of Biology, Luther Collego, Decombination of the control of alberts are college, and introductory sequences plus one or two advanced laboratory courses from specialty. Westmont Collegas is an evangualical, came six Level 1 "nabloma" liberal arts college and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scientific collaboration between faculty and students. We seek and lightly successful scient

Biology: Cell Biologisi. The College of Charleston, Department of Biology, invites applications for a tenure track position as the Assistant Professor level beginning in August 1992. Candidates must possess the Ph.D. degree, a strong commitment to teaching, and an active, oneuring research program, which has the potential for undergrandustic involvement. Teaching responsibilities include Cell Biology and General Biology. The College of Charleston is a liberal arts institution whose primary sim is teaching saccilence. In addition to its undergranduste programs, the department of fera a graduate degree in Marine Biology. Applicant should submit curriculum vitae, a statement of backing philosophy and research indergots, reprints of recent publications and three luters of reference by January 29, 1992 to: Chair, Department of Biology, Cell Biology Search Committee. College of Charleston, Charleston, South Carrolina 28424, The College of Charleston

ed doctorate, a broad beckground in blokesy, and experience teaching undergraduate courses in scaceral blokogy and some combination of anatomy and physiology, microbiology, cell blokogy, and ecoules. Willeservice and professicant development are required, teaching is the primary consideration in filling this position. Rank and salery are dependent on qualifications. This position begins August 1992. Send letter of appolication, vitue, transcripts, and three letters of reference by Pebruary 14, 1992.

Biology Search and Serrea Committee, Landiana University East, 2335 Chesser Bouleyard, Richmond, Indians 47174-1289. An Equal Opportunity, Affirmative Action taxtitution.

Biology: Assistant Professor, Luther Cotlesse. Tenue-eligible. Beginning September, 1992. Astroction in inventions of the profession of the control of th

exponention of the natural world, amenated by a passionate and reasoned Christian commitment. Ph D required; postdoctorate or Birkensiock experience preferred. Women and minorities are expectally encouraged to apply. Please send letter, curriculum vitus with names of four references, and statement describing the relation of teaching and scholarly interests to the Christian liberal arts tradition immediately to: Chair, Molean Bloboist (or) Physiologist Search Committee, Buloby Department, Westmant College, Santa Barbara, California 93108; (805) 565-6151.

FACULTY POSITIONS

Wheelock College is a 103-year-old institution located in the Fenway area of Boston. Wheelock offers professional preparation for the fields of education, child life, and social work. Undergrade are preparation for education and child life requires the compution of a multiklisciplinary liberal arts major. We look for facely who are committed to teaching. Wheelock College invites upport the following full-time tenure track positions in the librations and sciences.

Assistant/Associate Professor of American Literaturesponsibilities include teaching and advising in undergradure Humanities major. Teaching experience at college level required Requires Ph.D. in American Literature with possible specialists. African-American Literature, Native American studies, Lathosol les or cultural studies.

Assistant/Associate Professor of Social Psychology—Respo-sibilities include teaching and advising in undergraduate Human Development major. Requires Ph.D. Applicants for this postion may come from any sub-specialty within the field and will tend introductory and advanced courses as well as a course in reseated

Assistant/Associate Professor of Developmental Psychi-ogy—Responsibilities include teaching and advising in unde-graduate Human Development major. Requires Ph.D. Applican for this position may come from a variety of developmental ab-specialties, but a clinical focus is preferred. Teaching includes year-long course in Human Development, theories of personing and other electives.

Assistant/Associate Professor of Biology, Assistant/Associate Professor of Physical Science—Responsibilities inducted the professor of Physical Science—Responsibilities inducted the professor of Physical Science—Responsibilities inducted and advising in undergraduate Math/Science in undergraduate science teaching. Individuals should becombted to working collaboratively with a small faculty paricipating the continued development of a multidisciplinary math/science major offered in collaboration with another college. We as seeking an active scholar with a publishing record who is interessed in pedagogical issues related to science teaching the interested in pedagogical issues related to science teaching the undergraduate and elementary school levels.

Please send vita, statements of teaching philosophy ad research interests, and three letters of recommends Dr. Theresa Perry, Undergraduate Dean, Wheelock Colleg. 200 The Riverway, Roston, MA 02215. Completed applications received by February 15, 1992 will receive priority

Wheelock College is an Affirmative Action/Figual Opportunity Employer and is committed to diversity. Women and people of color

The Knight Distinguished Professorship of Public Policy

UNC CHARLOTTE

The University of North Carolins at Charlotte, a growing unaander sity enrolling over 15,000 students, is feetind in an expanding mixe politan region of more than 1.5 million people. The University half established the Knight Chatequisited Professorship of Public Parand seeks qualified applicants for this senior-level position.

candidates must be well-published, experienced in souring extendal support, and nationally recognized as inaders in the publication of the successful candidate will be expected to provide leaders in developing an inter-disciplinary public policy program at the mitter's and decloral levels. Teaching responsibilities will be integrated to responsibilities will be integrated to develop in control to the product of the program of the policy program in both undergraduate and graduate courses the tionally. The Knight professor will be expected to develop, in control tion with the UNICC Urban Institute, research and community sends that have as their purpose the development of a regional response pressing public policy concerns.

pressing public policy concerns

Areas of preferred specialization include: regional development include planning, land use and transportation policy; public marks include planning, land use and transportation policy; public marks ment to include capacity assessment, capacity building and programanty and evaluation for local governments; and/or social policies analysis and evaluation for local governments; and/or social policies areas. The appointment will be in the Oppartment of Political Scoria areas. The appointment will be in the Oppartment of the successful candidate or, if appropriate, in the department of the successful candidate area. Competitive satary and benefits package and a cademic area. Competitive satary and benefits package and a caten, resume, and the names and telephone numbers of threats.

Knight Distinguished Professor Search The Urban Institute UNC Charlotte Charlotte, NC 28223

To be given full consideration, applications should be recard? February 29, 1992, although the search will continue until the post? Is filled AAEOE.

Biology/Aktrobiology: Ball Blast University, Muncie, Indiana, Applications are insited for a tenure-track memberology mustion at the insited at the insited professor level in the 16-partment of Biology available 1 Lit 1992. Candidates are expected to Lase a commitment to develence in leading to be conjectured in current approaches used in the tudy of microbiology, and to establish an active research program Respiratibilities: track courses in incrobiology included.

VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A comprehensive urban public institution enrolling nearly 20,000 students, the university is composed of twelve schools, one college and a one thousand-bed hospital located in Richmond, Virginia. university is transported appointments are subject to renewal, and application deadline is February 1-1, 1992. Administrative positions and Medical College of Virginia Campus faculty positions are 12-month appointments commencing on July 1; Academic Campus faculty positions are for the academic year beginning August 16. faculty positions are to-moving approximates common to see your exposure of actual position description and list of desired/required qualifications may be obtained by writing the contact person at the department, school and campus address indicated.



Academic Campus-Richmond, Virginia 21284-0001

BULLETIN BOARD: Positions available

School of Education
Rebubblitation Research and Training Center on Supported Employment: Technical Assistance Associate, Serve as fulltime (Collateral Faculty). Minimum requirement of a Bachelon's degree in rebubblitation, special education, or
related field and extensive experience in supported employment, with a Master's degree, rand supported
employment services and transition from school to adult sorvice experience preferred. Must have knowledge of
teleconferencing, training, and technical assistance in supported employment and demonstrated writing and
speaking skills and experience working in a diverse cultural environment preferred. Social letter of application
to Michael Barens, Box 2011.

6) Microset burses, 1982 2011.

College of Humanilles & Sciences

Biology Department. Assistant Professor tenure track position, Candidate will be expected to conduct research in an area
of environmental molecular lidelogy, develop external limiting and aftered graduate students at the M.S. level.

Teaching responsibilities may include instructure gravironmental science, nodecolar biology and an odvanced speciality course. Ability to provide a scientific component to the University's Women's Sindles
Program is desirable. Postchetoral experience preferred. Filling the position is confingent upon approval of
funding, Sulunt corticulum efface, statement of research interests and mances of three pelerences to: Dr. Sam
McCowen, Chairman, Search Committee, Box 2012

Biology Department. Collateral Instructor, more tenure beginning the Fall of 1992. Candidates must possess a minimum of a Master's degree in Biology and be able to teach general biology, plant biology and ecology. Previous toaching exportence, particularly involving large becture sections, and use of computerized grading and record keeping to preferred. Application deadline Fobraary 20. Send letter, resource and three letters of reference to Dr. Robert W. Fisher, Box 2012.

W. Frener, not 2012.
History and Geography Department: Assistant Professor pending funding, one tenure track appointment starting in August 1922, to teach courses in early Euroquan listory (Medieval, Renatisance, Reformation), with a specially in one of those areas. Ph D. and appropriate toaching and publication record required. Special consideration will be given to candidates with a specialization in women's listory. Send letter of application, curriculum vibre, and 3 lotters of reference to Dr. Michael Messaner, Chair, South Committee, Box 2001.

while, and 3 bitlers of reference to Dr. Michael Messner, Chair, Search Committee, Box 2001.

Indistration

White Planning and Construction: University Architect to oversee development of the University's facilities and playetical setting. Successful candidate shall undertake design authority over all lactifities planning and all architectural and landscape architectural design. Candidate will be expected united united and manage all architectural and provide support, analyses, reports, and presentations to diverse groups. Besponsible for the University's lactity major planning, the architectural and landscape architectural design of all fundidates, structures, fault-supped development, open space, site furnishings, and above-ground utilities; the preparation and implementation of architectural and landscape architectural gradelines and standards to be fittee projects, oversight and design approval of all architectural designs; teview and approval of design development of all University building projects; and shall serve to insure coordination of University barning, eighnering, and design with over groups and state officials. Serves as the primary architectural design his between the University funding projects; and shall serve to insure a condition, and the care groups and state officials. Serves as the primary architectural development must possess a master's degree in architecture of in a related field. Must be recognized, registered architect; must possess a high level of professional qualifications, must have demonstrated understanding of materesity institutions, and knowledge of intrinacles involved in university proget management. Everyletic Must and written communication skills are required.

Musikal Callerin of Vielein Mustich.

Medical College of Virginia Hospitals Richmond, Virginia 2:1298-0001

Haspital Administration

Director of Professional Services. Serves as senior administrator responsible for effective performance of managers in Austhestology, Laboratories, Planma, v. Radiology, Respirabory Care, Perspirated Vasu har Labe, and Pulmonary Function. Describey, implements, and manufast department programs and handed performance, and indicates planming and change. Position others significant medical stall balson responsibilities. Requirements include a Master's degree in Health Administration and propressive hospital management experience. Candidates should sulum a resume to. Mr. Peter Bapp, Chantman, Scan & Committee, Bay 510.

Director of Administrative Services: Provides south administrative direction for department heads in Quality Assurance, Medical Resourds, Admissions, Transportation and Internal Consulting Responsible for developing and implementing prostants that be all to implement over Position others candificant medical staff labour responsibilities. Responsively addity of rare and polared sover Position others amilicant medical staff labour responsibilities. Responsively include a Master's degree on Health Administration and progressive hospital management experience. Candidates should salumi a resum' to: Mr. Peter Bopp, Chairnan, Scorch Committee, Box 510.

Search Committee, Box 540.

Director of Social Work Responsible in planning, organizing, duesting, and controlling the provision of Social Work Services within MCV Mospitals, and will serve as a horder to the School of Social Work. A Master's degree from an accredited School of Social Work is required, a Ph.D. in Social Work is preferred. Candidates must have a manimum of 7 years of clinical social Work exponence, 5 of which must have been at a director or supportsory beself in an acture care hospital. The from the out most have a thorough knowledge of line pluelples and practices of Social Work and of the lum froms of public and presafe social service agencies; domonstrated knowledge of management puttaciples, including longs (exportence a didity to work eller they with community officials and groups; strong interpersonal and communication skills, and experience working in a culturally diverse setting. Qualified applicants should send cover letter and resume no later than March 30, 1902 to Director, Clinical Programs, etc. Sherrie Payne, Sen chay, 100.

Medical College of Virginia Campus Richmond, Virginia 23208-0001

School of Allied Beshit Professions

Health Administration Department. Programs Director—indictions, torques track bornlis position. In addition to teaching, research, and service activities, responsibilities in hade leadership and management of the stall devayed to the Department's fixer inter-Master's Program. The Program is an innovative program for established professional between an advanced degree white still working. The program research received full accreditation from the Accreditation Commission on Education in Health Services Administration. Applicants must had a doctoral degree in health administration in a related Rebi A commitment in teaching one clones and experience in security or afull education are preferred. Cambidates with proven research or potential for scholarship in an area related to health administration are preferred. An appointment in the position can be partied at my time after March 1, 1902. Salary and ank are dependent upon a administration and qualifications. To apply, send a letter of interest and current resume to Louis F. Rossiter, Ph.D., Chair, Search Committee, Box 2003.

School of Basic Health Sciences
Biochamistry Department: Postdoctoral Research Associate. Will pursue studies of the structure and function of hepatitis
B and G viral proteins. Must have experience in peptide synthesis, notern and poptide isolation and charactertantion by chemical and physical methods Strong by algoritud to mid-inch biological trechniques is required.
Applicants should have the Ph D, or expression by dense, Must be able to work independently. Submit a
curriculum vitae to Paul Elwand, Blos 614.
Blockentates and Malacter Strong Blockentage of Available project areas midBlockentates and Malacter Strong Available project areas mid
Blockentates and Malacter Strong Available project and Malacte

mittry and Alder day Biophysica Department: Postific total Besentch Associates. Available project areas include molecular and cellular biology, structural biology, posteric biochemistry and enzymology, membrane and lipid biochemistry and neurochemistry. Applicants should have the Ph.D. or equivalent with training and experience in relevant areas of biochemistry, hoophy six and neuroscience. Send cases better, complete curriculum vitae, relevant publication reprints and the names, addresses and phone numbers of three reference individuals to Bearth Committee, Box 614.

als to Search Committee, Box 514.

silitry and Moles plar Biophysics Department: Two descarch Faculty non-tenure oligible positions. Onlies will include participation in the instructional programs of the department in addition to the development of an independent program of research. The preferred fields of revearch spectalization include studies of membrane protein interactions, the effects of variation to membrane glycolipid composition on birdogical function. Preference will be given to conditions demonstrating a capability in the application of litechemical and neurochemical methods in these areas. Applicates most total a Ph.D and/or M.D. degree and have a demonstrated record of research productivity as as idensed by publication record. A minimum of two years of post-doctoral experience is required. A complicted description of the responsibilities of the position is available on request and will be forwarded to all applicants. Early of the position will be consumensurate with background and experience. Applicants should send a contribution with the bettern of recommensurate with background and experience, Applicants should send a contribution with the commensurate with background and statement of research plans to: Chairman, Search Committee Piccincide mostry, Bon bid.

ong and immunology. Postdoctural Research Associate position. Will study transcriptional regulation of nucleur gono encoding mitochandinal TCA cycle empirors in baker's yeard. Ph.D or equivalent required, preferably in molecular biology or blocke matry. Send description of research experience and interests, curdedomy vitae, and three letters of reference to Dr. Mark Resembrants, flow 678.

logy and immunology: Two Productoral Revearch Associate positions. Expenence with inciental pathogens, molecular biology and those culture desired. Ph.D. or equivalent regulard. Send over letter, curriculum vitae, and three references to Lr. Alison Weiss, Box 678.

School of Medicine
Assistationary Department. Faculty positions in our expanding department, couplinating the development of research
and teaching skills. The department serves a major tertiary care refortal area and teaching hospital, often the
unique opportunity for developing an academic career with the artho guidance of sentor faculty. The department encourages the development of specific choical and research interests in all areas, including cardiac.

neuro, pediatric, OB and labor, andulatory surgery, and sente and chronic pair. Fellowship in Cardiac, Neuro, Pediatric, OB or pain a definite asset. React Certified or eligible desired. Physics would letter with CV and references to Richard L. Kennan, M.D., Professor and Chatranan, flux 695.

Clinical Research Centers Beyearch Associate—Non-tenure. Candidate will supervise, design, and perform experiments in endocrine lab. Requires MID plus 2 years research experience in muscle, adignose & legalic dismodular, radioactive funct technique, statistical analysis, lab management and away performance. Experience working in culturally diverse softling preferred. To apply, submit CV and request for complete job description to: W. G. Blackard, Box 155.

withing in culturally diverse solting preferred. To apply, summines a univergees on compare provinces upon to: W. 6. Blackard, Boy 155.

enterology/Nutrition: Position available at the level of Assistant Professor of Mealicine. The applicant should be BC in Internal medicine and BC/BE in gastroenterology and have at least one year of exclusive training in nutrition. Background in some clinical research in nutrition is destable. Applicants must be fully trained in parenteral and enlestal techniques of intrition and endoscopic procedures in Intuition PEG, PEJ, apper and lower endoscopy, Were blops and ERCP (profestably dilagnostic and therapiet skiller) purst he able to belp independently ramage a large home TPN service. The position has a unique blend of patient care, tenching and rosports. Applicants must alsow qualification in each of free great. Collaboration with a large number of researchers in autition-rolated areas is unique and encouraged. A strong commitment in academic medicine is expected. Interested applicants invosed CV, bil diography and request for fob description to Z. Beno Vlahovite, M.D., Chairman, Division of Gastroenterology, Bus 771.

all Medicine: Infectious Dinease. Medical College of Virginia is seeking BC/BE, applicant for Assistant Professor level position. Two years research experience in oral streptococcal genetics with specific interest in and centar pathogenests of streptococcal general endowardits. Teaching and clinical responsibilities tucinaling weekly outputted HIV clinic. Experience working in a culturally diverse setting is highly preferred. Reply by sending CV to Medical College of Virginia, Dept. of Medicine Search Committee, ch. Anne Roylet, Box 653.

W Gaucer Center. Oncology Health Services Research Scientific, Seeking Ph.D. or M.D. In Join on oncology liveality

Medical Codlege of Virginia, Dope of Medicine Search Committee, the Anne Rowlett, Bas 663.

Manney Cameer Center. Occology Health Services Research Selectist, Seeking Ph.D. or M.D. in join on oncologs health services excure the same This individual will study health services, health economic better related to content treatment, provention and health utilities or quality of life. A successful candidate will be expected to plan and implement an independent line of research. The Massay Cameer Center, The Williamson Institute and the MCV School of Medicine possons clinicians and Ph.D.s. with expertition in epidemitedays, blothatistics, health economic decision analysis and all the clinical oncology disciplines. Current research projects incline analysis of rundurban differences in cancer care, issues of small and inhority populations access to prevention and treatment, elimical decision-making for breast cameer, medical offsetiveness research in an ology, and small area practice variation malysis using state and multimal databases. Experience with oncology research issues to desired but not required. Please respond by a unding a curriculus time, hibbiography, and a latel eletter describing curront research interests to Christopher E. Desch, M.D., Director, Caneer Outreach and Control, Massey Caneer Center, Rox 37.

Olikhui: Faculty medilion. Reproductive litelacide.

describing entrout research interests to Christopher E. Desch, M.D., Director, Cancer Ontroach and Control, Massey Cancer Center, Box 37.

ObiCyn: Paculty position. Reproductive highogist. The search favors individuals with research experience in oncyte/preciutry individual production of recombinant DNA technologies. Rank & solary are negotiable; start-up faults are available. Submit CV and addresses of 3 references by january 31, 1992 to Dr. Dann. ObeCyn. Ros. 34.

Pathology Department: Assistant/Associate Professor of Pathology. Educational requirement. Graduate of an approved medical school with an M.D. and/or M.D.-Jh.D. degree. Board cyriffication or eligible to Amatomic and/or Andomic and Chical Pathology by the American Board of Pathology. Subspecially training and/or certification in Pathology destrable. Responsibilities: General Surgical and/or General Surgical and Cytengathology. Emphasis on fiver transplant pathology. Englased on gastro-inectinal and liver pathology and liver than the pathology and the clinical faculty, particularly fitness of the Division of Gastromical day. Pediatric Gastromical and Transplant Pann. Research interests should be in gastromically and liver transplant pathology. The candidate will be expected to dividing his or less one exceeding programs, edited as a combination. Destructure will recove and experience in flow cytometry and molecular biology. Sond CV to: Hornes A. Konton, M.D., Chairman, Bur 662.

Pathology Department: Assistant/Associate Professor of Pathology. Education Requirement: Graduate of an approved medical school with an M.D. and/or M.D.-Ph.D. degree. Board eertification or clinide in Amatomic and Surgical Pathology and cardiac transplant pathology. Dutthow will include supervision of residents and related school with an M.D. and/or M.D.-Ph.D. degree. Board eertification or clinide in Amatomic artification in calline and graph-hology by the Amorican Broard of Pathology. Subspecialty training and for extension of residents and activate and graph-hology by the

Kontos, M.D., Chairmon, Box 662.

Pathology Department: Aeststant/Aesociate Professor of Pathology, Educational requirement: Graduale of approved medical school with M.D. und/or M.D.-Ph.D. dogrees. Board certification or eligible in Austomic and/or Anatomic and/or estimated and a Pathology. Duttos will include supervision of residents and fellows, lear-ing of medical students, primarily at the second year level, interaction with members of the Data ulty, particularly that of Dormatology. Benearch Interaction with members of the Olivaka ulty, particularly those of the Department of Dormatology. Research Interacts may be in domatopathology or other areas of pathology. The cambidate will be expected to develop bits or her own research program either basis, chinds or a combination Dostrable skills. Interest and experience in flow cytometry and molecular blology. Send CV to Hermes A. Kuntolog, B.D., Chairmon, Box 862.

Pathology Denginear: Sucretal Bathologia. Academia.

Pathology Department: Surgical Pathologist. Academic runk and salary are regionally. Applicants should be Board certified in AP-GP. A special expertive in molecular biology is essential. Experience in a culturally diverse environment is desired. Applicants with department and selective environment is desired. Applicants with department and selective environment and landed investigators are preferred. Applicants must be able to obtain licensure in Virginia. Send CV to Hormes A. Kontos, M.D., Chairman, Wo. 682.

Pediatrics Department: The Department of Pediatrics weeks frently applicants for the following positions:

Pedintrie Cardiologist Richard Schieken, M.D. (804) 786-1374 Gary Gatcher, M D (898) 788-1286 Paul Kaplawitz, M.D. (804) 788-9616 Pediatrie Endocripologisi Poison Control Juseph Zunga, M.D. (804) 786-6403 Gregory Ellion, M.D. (804) 7/6-0320 Pediatric Pulmonologis E. C. Russell, M.D. (804) 786-9605 Pediatric Hematology/ Oncology

Radiology Department: Pull-time, non-tenured, permanent positions in Diagnostic Radiology. M.D., ABR Contilled. Contact Anthony V. Proto, M.D., Box 470. Radialogy Department: Pull-lime, non-tenured, permanent positions in Nuclear Medicine. M.D., ABR Certified. Contact Anthony V. Proto, M.D., Box 470.

Radiology Department: Full-time, non-tenured, permaneot positions in Radiation Physics. Ph.D. (1) M.Sc. (1) Contact Pages Fatoures, Ph.D., Box 72.

Substance Abuse Medicine: Full-time faculty position for BE/BC Internit or Psychiatrist with training or experience in treating addictive disorders. Duties include ultrical care, teaching, and research. Experience working in a culturally diverse environment is preferred. Contact: Sidney Schooll, M.D., Ph.D., Chairman, Substance Abuse Medicine, Bos 109.

Surgery Department: Research Assistant. BSN with 1 year's ICU experience; expertise in venipuncture and physical assessment; acquisition, distribution & coordination of clinical samples and data for wound healing studies. Contact I. K. Cohen, M.D., Box 184. Surgery Department: Transplant Immunologist; M.D. or Ph.D.; AssVAssac/Professor; must be qualified as a director of histocompatibility laboratory by UNOS/ASEH criteria. Contact H. M. Lee, M.D., Box 57.

School of Nursing Administrational information Systems: Senior faculty position: Associate/Full Professor. Distoral preparation in Nursing administration or related field required. Funded research and experience teaching in doctoral program strongly preferred. Contact: Dr. Bustara Mark, (804) 788-0710.

School of Pharmacy

School of Pharmacy

y and Pharmacy Services. The primary responsibilities

of the position include financial management, human resources administration, quality as unince, and information systems management in support of all inpatient and ambulatory care pharmacy operation. The randidate
will also be expected to participate in teaching, coordinate all pharmacy restorts; programs and engage in
independent and collaborative research. Candidates for this position must have a minimum of five years'
experience in hospital pharmacy administration, preferably in conjunction with a teaching intributus; evidence of leaching and scholarship, a knowledge of pharmacy computer systems; and effective trumminisation
aktils. Applicants must possess a Pharm.D. or M.S. degree. A residency or fellowship experience is required.

Virginia Communewealth University/Medical College of Virginia Hospitals is an EO/AA employer. Women and minorities are encouraged to apply.

UNIVERSITY OF GUAM **COLLEGE OF EDUCATION**

ASSISTANT TO ASSOCIATE PROFESSOR (FOUNDATIONS & EDUCATIONAL RESEARCH) SEARCH CONTINUED

DUTIES: To reach graduate and undergraduate courses in the sociocultural and/or technological foundations of education and participate in the development of a program of studies in computer education appropriate to the needs of Guam and Micronesia. EDUCATION AND EXPERIENCE: Required: Earned doctorate in relevant field of education from a U.S. accredited institution ABD's may be considered if a doctorate will be conferred before the scheduled date of hire (8/92). Professional experience in education at the elementary or secondary level. Destret: Coursework in sociocultural feminations of education and aducational technology. Experience in multicultural or cross-cultural testings, experience in computer and technological education.

The College of Education at the Literature of Surrents and American equation and education with a continuous control of the control of

The College of Education at the University of Guern is a dynamic codlege with an enthusiastic faculty actively working with schools in Guern and Micronesia in research and technical assistance. The College offers several degree programs, serving approximately 500 andents. The students come from multicultural, multitingtial environments in the Western Pacific and Asia as well as the minimal United States The teaching areas of the college are: Flementary, Secondary, Billinguni, Special Education, Early Childhood, Reading Education, Educational Foundations, Library Sciences and Coursoling.

SALARY: Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for nine (9) months:

Assistant Professor: \$34,307.00-\$50,765.00 per academic year
Associate Professor: \$39,300.00-\$59,307.00 per academic year

Limited travel and moving expenses provided, benefits including medical and life insurance, optional Government of Guarn retirement APPLICATION DEADLINE: Completed applications must be postmarked no later than February 29, 1992 to receive the full

Requests for official application forms, updated résumé or curriculum vitae, official graduate degree transcripts (sent directly from awarding institution's), and unofficial copies of undergraduate degrees, and names of seferees to be contacted should be sent to: Dr. Jose Q. Cruz, COE Search Committee, c/o Personnel Services Division. University of Guarn. UOG Station, Mangilao, Guarn 95923 For more information, call (671) 734-2432, 734-9109, or call Dr. John Rider toll fixe at 1-800-821-9233. EEO/AAE.

ment of Foundations and Educational Research continues to solicit applications for the following tentite or non-tenture track, alton tons, two, or three-year appointment)

Assistant Professor of Chemistry. Tenure track position to begin August 1, 1992. Applicants must have a Ph.D. In chemistry and a strong commitment to teaching and research at the undergraduate level. Though area of specialization is open, preference will be given to candidates trained in analytical/environmental chemistry. The department is ACS approved. Applicants should provide a complete curriculum vitae, transcripts of all academic work, and arrange for three letters of reference to be sent to Dr. Phillip H. Davis, Department of Chemistry, The University of Tennessee at Martin, Martin, Tennessee 38238. Review of applicants will begin January 15, 1992, and continue until the position is filled.

until the position is filled.

Assistant/Associate Professor of Communications. The Department of Communications seeks an experienced television theory and production faculty member for a full-time tenure track position beginning August. 1992. Doctorate in Communications desired, Master's degree required. Successful candidate will have significant professional media experience. For a complete application, a candidate must present: (1) a fetter of application and a résumé; (2) a résumé videotape on either VHS or U-Matic; (3) at least three current letters of recommendation. Salary dependent on qualifications. Review of applicants will begin February 1, 1992, but the position will remain open until filled. Submit application to: Dr. Raiph R. Donald, Chairman, Department of Communications, 305 Gooch Half, UT Martin, Martin, Tennessee 38238-5099.

Instructor of English. Non-tenure track, renewable position. A candidate with an MA or Ph.D. in English and demonstrable ability in teaching freshman writing is desired. The successful applicant will teach 12 hours. Other assignments may include advising students, committee service, and public service. Applicants should send their latter of application, vits, and dossier to: Dr. Joan English, Cheir, English Department. A roview of applicants' credentials will begin on January 6, 1992.

ment. A roview of applicants' credentials will begin on January 6, 1992.

Assistant Professor of British and Early American History. Tenute track position to begin August 1, 1992. Must have an earned doctorate in History by August, 1992. Will teach American and world history survey courses and classes in British and Early American history. Must have demonstrated potential for excellence in teaching and research and a commitment to the classroom. Salary commensurate with qualifications. Send letter of application, vita, all college transcripts, and three current letters of recommendation to: Dr. Charles F. Oglivie, Chair, Search Committee, Department of History and Political Science, The University of Tennessee at Martin, Martin, Tennessee 38238. Application review begins February 3, 1992, and will continue until position is liked.

position is litted.

Assistant Professor of Political Science or Public Administration. Tenure track position to begin August 1, 1992, Must have an earned doctorate in Political Science or Public Administration by August, 1992. Must have demonstrated potential for excellence in teaching and research, and a commitment to the classroom. Setary commensurate with qualifications. Teaching responsibilities will include scope and method and several general areas of American government. Coordination of a small public administration program will be required duty. Other assignments will include advising students, committee service, and public service. Send letter of application, vita, all college transcripts, and three current letters of recommendation to: Dr. George Kao, Chair, Search Committee, Department of History and Political Science, The University of Tennessee at Martin, Martin, Tennessee 38238. Application review begins February 3, 1992, and will continue until position is filled.

continue until position is filled.

Instructor/Assistant Professor of Food Systems Management. Appointment to begin August 1, 1992. Full-lifere, tenure track position. Preference given to applicants presenting: Ph.D. in food systems management or related background, RD, one degree in home economics, significant practitioner experience if limited Mester's degree. Responsibilities: teach undergraduate and graduate courses in food systems management, introductory nutrition and selected other courses in didactio program in dietelics; assist with projected development of AP4; student advising; and university service. Commensurate salary. The Department of Home Economics offers an integrative program leading to B.S. and M.S. degrees. Send letter, vita, and three references to: Or. Fereshieh K. Mahootchi, Search Chair, Department of Home Economics. The University of Tennessee at Martin, Martin, TN 38238-5945. Screening begins February 15, 1892, and will continue unit position is filled.

until position is filled.

Assistant Professor of Wildlife Biology. Tenure track position to begin August 1, 1992. The person holding this position will teach courses such as general blotogy, animal ecology, principles of wildlife management, and wildlife management techniques. Additional duties will include academio advising of students in the Wildlife Biology major and coordinating internship and research perticipation courses. This person will be expected to develop research or scholarly activities involving undergraduate students. Minimum qualifications include an earned doctorate in Wildlife Biology or a related discipline with emphasis in one or more of the following: animal ecology, vertebrate biology, or wildlife management. Strong interest and skills in teaching and advising undergraduate students are essential. Send résumé to Dr. B. N. Duok, Chair, Search Committee, Department of Agriculture and Natural Resources, UT Martin, Martin, TN 38238. Application deadline is February 27, 1992.

The University of Tennessee at Martin is an affirmative action, equal

The University of Tennessee at Martin is an affirmative action, equal opportunity employer. We are particularly interested in receiving nominations of and applications from women and minority candi-

Biomesical Ethics/Policy. The University of California, Irvine's Student Recommended Faculty Programs acets a lecturer for a one-year appointment during the 1992-1993 sea-conic year to teach undergrandiate courses concerning Biomedical Ethics and Law. Street, Roster Hall, Buffallo, New York Substantive interests along the program of the PolyAA.

Biostalistics: Biostalistican, M.A. in Statistics with major in statistical design major in statistical design major in a said statistical design major in a said statistical design major in the said statistical and computer consulting, model validation and vorificultion, retrieving data from militreel (tape) data acts, development of interactive data entry screens and acreening forms, relophone-quall sample staveys, preparation of statistical graphs and reports for publications and presentations. Will use furtain, Pascal, funic. Cobol, SAS, BMDP, SPSS, Ministo, Statistical data of the said of the sa

concerning Biomedical Ethics and Law.
Substantive interests sincide encourages are resulted to policy making: regulatory and ethical issues concerning research, ecotosy, or human analyze retrieved to the exact policy and course tyles are reflected in teaching required. Send curriculum vitac, three reference reters, teacher available on the end of china special continue until an appointment of metastricities, there reference reters, teacher available on the end of china special continue until an appointment of metastricities, and course tyles are required to the end of china special continue until an appointment of metastricities, and course tyles are required to the continue until an appointment of metastricities, and course tyles are coducations, career-oriented comprehensive institution. What a there are required to apply program, the College operates are required to apply. UNI employs personance, all offering associates and design on the limitation of the regular and computer consulting metastricities. Bioestatisticism. M.A. In Statistics Bioestatistics and available data and computer consulting metastricism. M.A. In Statistics Bioestatistics and verification, retrieved and computer consulting metastricism. M.A. In Statistics Bioestatistics and verification, retrieved and contribution, retrieved and contribution, retrieved and contribution and reports for publications and previous for publications and previous for publica

Chemistry: Two faculty nositions in increased, and bip-organic chemistry. Applications are invited for two tenure track outling beginning August 24, 1992 of the Light versity of Northern lows at the

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FACULTY POSITIONS

Nominations and applications are invited for the following positions at Beaver College, a comprehensive institution of 2,000 undergraduate and graduate students in suburban Philadelphia. Beaver College has a strong commitment to diversity, and minority candidates are urged to apply.

Unless otherwise noted, candidates should have the doctorate or be ABD; appointments will be at the assistant professor level, beginning Fall 1992. College teaching experience is destrable. Salaries are competitive and depend upon education and experience.

Please send a letter describing your interest in the position, a curriculum vitae and the names, addresses and phone numbers of three references to the appropriate contact person. Beaver College, Glenside, PA 19038, Review of applications will begin on the deadline dates specified below and will continue until the positions are filled.

Education: Early Childhood. Search reopened for tenute-track position as coordinator of early childhood programs. Responsibilities include teaching graduate and undergraduate early childhood and human development courses, student advising and other facets of program coordination. Contact Dr. Jeffrey Shultz, Chair, Education Department. Deadline: February 15.

Fine Arts: Illustrator/Artisi. Anticipated tenure-track position. Responsibilities include graphic and interior design, science illustration, and foundation program. MFA required. Fine Arts is among the College's largest undergraduate majors and is accredited by NASAD. Contact: Mr. Dennis Kuronen, Chair, Fine Arts Department. Deadline: February 28.

History: Modern European and Third World. Anticipated tenure-track position to teach survey since 1500 and upper-division courses. Secondary field in Third World area desired. Ph.D. and teaching experience required, publications preferred. Send application letter, curriculum vitae, and three letters of recommendation to Prof. Lloyd Abemethy, Chair, History Department Deadline: Fabruary 1.

Psychology: Social Psychology. Tenure-track position. Applicants should have interest and skill in engaging students in laboratory experience. Contact: Dr. Barbara Nodine, Chair, Psychology Department. Deadline: February 1.

Assistant Professor, School Counseling **Tenure Track**

The University of Alabama at Birmingham School of Education

Qualifications: Earned doctorate in counseling with emphasis and/or experience in school counseling. Experience in elementary and early grades preferred. Graduation from CACREP program destrable. Teach master's and Ed.S. level courses in school counseling and coordinate clinical experiences for school and community counseling majors. Commitment to scholarship and professional service expected.

Beginning date: September 1, 1992. Send letter of application, comprehensive résumé and copies of all transcripts of all graduate work to:

Dr. J. Kenneth Orso Affirmative Action Officer School of Education The University of Alabarna at Birmingham Birmingham, Alabama 35294

Deadline for receiving application: February 17, 1992, or until position is filled.

An Affirmative Action, Equal Opportunity Employer

professor level. One appointee should have strong background in inorganic chemistry, with complasts in blo-organic chemistry, with complast in blo-organic chemistry, between and considered inboratories. Educational philosophy that is consistent with the community college and departmental mision. Preference will be given to denominate of the despartment of more particular of the despartment of more particular of the despartment of the interests and facilities of the despartment of the interests and facilities of the despartment of the particular of the despartment of the particular of the despartment of the despartment of the particular of the despartment of the despartment of the particular of the despartment of the particular of the despartment of the despartment of the particular of the particular of the despartment of the particular of the particular of the despartment of the community college and departmental mision. Preference will be given to demonstrate the three of the community college and departmental mision. Preference will be given to demonstrate the particular of the community college and departmental mision. Preference will be given to demonstrate the particular of the particular of the community college and departmental mision. Preference will be given to demonstrate with qualifier of the particular of the particular of the particular of the particular of the community college and departmental mision. Preference will be given to demonstrate with qualifier of the particular of the community college and departments with the communi

migrafios Reform and Control Act of 1986.

Chemistry: Mannteo Community College
(MCC) invites applications for two chemistry instructors. MCC. Brandenton Campus, is located in Bradenton, Florida, 30 miles aouth of Tampo and Si. Peteribut;
30 miles aouth of Sarpsota. Chemistry instructors. Two (2) tesure tract positions available. Will teach a veriety of freahman/sophomoro courses including organic seneral, introductory, liberal arts chemistry, chemistry for the health sciences, and seneral physical acience. Laboratories associated with sinest courses are part of the teaching assignment, instructor will assume responsibilities as coordinator for several courses, including at least one laboratory course. Qualifications: Master's desire: in chemistry with strong back-fround sufficient to teach a veriety of

calired. A resume or vite may not be substituted for a complete application. For application and list of requirements/duties contact Butto College Fersonett, 3336 Butter Compus Drive, Oroville, California 93963; 1-800-933-TEACH (8322). Deadline: 3:00 guantitative and quantitative chemical and biological analyses of the collected specimens by majoritical chemistry methods. Specific analyses in the collected specimens by analytical chemistry methods. Specific analyses not the collected specimens by analytical chemistry methods. Specific analyses include culture plating microscan sensitivity and associated processing the professor of Chamistry butter professor p.m., February 28, 1992. AAROB.

Chemistry: Department of Chemistry. Apsisiant Professor. The College of Charleston Invites applications for a tuil-time. tenural-track. Assistant Professor of Chemistry with preference silven to specializations in blockemical NIMR spectroscopy. Physicalinograph: chemistry to begin in August. 1992. Ph. D. required. Commitments to excellence in undergraduate teaching and an active research program in which undergraduate students can participate are expected. The Colleges of Charleston is an unban college with an enrollment of 8500 graduate and undergraduate students located in Charleston. South Carolina. The Colleges of Charleston is an undergraduate students located in Charleston, South Carolina. The Chemistry department consists of ten full-time faculty and offers ACS cartified B.S. Send resume, a brief discussion of research plass and the sumers of three people willing to serve as references to Dr. Henry Donato, Jr., Chairman, Department of Chemistry, Codege of Charleston, Charleston, South Carolina 29424. Mignotites and women are exceptioned to apply: Application;

must be received by the end of February.

AA/ROR.

Chemistry/Technology: Alabama State flimployment Service, Tuscalogia, Alabama. Technologist (Chemistry). 39.95 per hour for forth hour week, \$14.93 overtime, Immediate opening in Alabama community hospital. Will be responsible for the collection of patient body materials (blood, urine.)

ply. Purdue University is an education in the continuous of the continuous co Child Development: (Tenure track) Advanced Assistant/Associate Professor, alarting August, 1992. Department of Child Development and Family Studies, Product University. An established or promising researcher/heacher in the area of adolescent development is pound; with additional expertise in combine development desirable. Ph. D. in Child Development, Human Development, or a closely reinted field reduited. Exceptione in teaching, established program of research and demonstrated



Assistant or Associate Professor

The Computer Science Department seeks a full time tenure track faculty member at the Assistant or Associate Professor level. PhD in computer science or related field is preferred. The candidate will be expected to assist in ongoing curricular development and implementation of the Computer Information Systems major. Candidates must have a strong interest and experience in teaching undergraduates in a liberal arts college with strong professional programs. Evidence of love of ideas, creative and effective classroom teaching, and significant professional activities desirable. Position begins: Fall, 1992.

As one of the units of Regis University, the College is a Jesuit liberal arts institution located in Denver, Colorado. The College is dedicated to excellence in the Jesuit educational tradition. We seek to examine freely and thoroughly the dominant values underlying society and major areas of knowledge so that our graduates might become articulate and persuasive leaders in the search for a more ust society.

Complete applications should include a letter of application, a current resume, and three letters of recommendation. Applications must be postmarked no later than February 7, 1992. Direct applications to: Dr. Diane Wagner, The Dean's Office, Regis University, 3333 Regis Boulevard, Denver, CO 80221.

Regis College encourages applications from qualified minority, women, and Jesuit candidates.EOE





Philosophy/Theology faculty

Saint Mary College seeks candidates for the following tenure-track pos-tions to begin August, 1992. Qualified candidates will possess the hib-the ability to teach a variety of undergraduate courses on and off campa and commitment to the mission of the College. Salary and rank are com-mensurate with qualifications and experience.

PHILOSOPHY: To teach a variety of philosophy courses that include meta-physics, philosophical psychology, ethics, and history of philosophy. THEOLOGY: To teach a variety of theology courses that include systems ics and Christian morality.

Screening will begin February 1, 1992, and will continue until the position are filled. Applicants should send a letter of application, a résumé, but scripts, and three references to the Academic Dean, Saint Mary College, Leavenworth, Kansas 66048.

Saint Mary College is a baccalaureate, Catholic liberal arts College in Learenworth, Kansas, that offers degrees on campus, in two evening/weeked
programs off campus, and in two local prisons. The College enrols 1100
students, 400 of them on campus. It supports a major in theology, a minor
in philosophy, and a certificate in youth ministry. The Departments of
Philosophy and Theology contribute to the general education programs
the College. Saint Mary is located 30 miles from Kansas City, Kansas, and
Kansas City, Missouri.

(Salary will be commensurate with quantitations and experience.)

Submit letter of interest, an up-to-date resumé or curricultum vitae, official graduate degree transcripts (sent directly from transcripts, and three recent confidential letters of recommendation or placement file to: University of Guam, Dr. William Jay Seay, Chair, HPERD Search Committee, c/o Personnel Services Division, UOG Station, Mangdiao, Guam 19923. Application Deadline: Applications will be accepted until March 16, 1992 (postmarked). For more information, call Personnel Services at (671) 734-9635/9456, or call Dr. John Rider toll free at 1-800-821-9233. EEO/AAE.

The Division of Health, Physical Education, Recreation, and Danco at the University of Guam announces for tenure or non-tenure truck, full-time positions (one-, two-, or three-year appointment) for the Fall of 1992. Interested applicants should have specialization and preferred teaching interest in either Recreation (Master's or Ph.D.) or Teacher Preparation in Elementary Physical Education (Ph.D.) Preference will be given to those who also have college level experience teaching in the areas of Cosching Young Athletes, Health, Adapted Physical Education and Dance.

LINCOLN UNIVERSITY

of Coching 100.03 Athletes.
Instructor \$31,152.00-\$45,371.00 per academic year
Assistant Professor \$34,307.00-\$50,765.00 per academic year
Associate Professor \$39,800.00-\$50,307.00 per academic year
(Salary will be commensurate with qualifications and experience.)

HAS THE FOLLOWING JOB OPENINGS

BULLETIN BOARD: Positions available

INSTRUCTOR/ASSISTANT PROFESSOR: (Code #00c2) Health and Physical Education Department. Duties: Teach theory and activity courses, some recreation, and sports management; advise undergraduale sudents and serve on university, college, and/or departmental com-

QUALIFICATIONS: Master's Degree in Health, Physical Education, Recreation is required. Experience in teaching and/or recreational leader-ship is preferred. Must have excellent teaching skills. (Please submit college transcript(s), DEADLINE: March 15, 1992 or until position is filled.

ASSISTANT PROFESSOR OF ELECTRONICS: Department of Computer Science, Technology and Industrial Education. (Code #0063). DUTIES: Teach major courses in Flectronics associate degree program. bevelop course material and plan laboratory exercises. Counsel and advise students majoring in Electronics Technology. Teach additional Technology courses as needed and where qualified. Other duties may include compilies essignment.

QUALIFICATIONS: Must possess Master's Degree in Electrical Engineering or Electronics—Doctorate preferred. Must have taught at the post-secondary level. Minimum experience: Two years' teaching experience in electronics at the college or university level with additional experience in industry highly destrable. DEADLINE: March 15, 1992. TO APPLY: Submit a letter of application specifying the position title and code number, current résumé, and/or lincoln University application and three letters of reference including address and telephone number to: Personnel Office, Lincoln University, P. O. Ikox 29, Jetterson City, MO 65102-0029.

UNIVERSITY OF FLORIDA College of Fine Arts

CHAIRPERSON DEPARTMENT OF MUSIC

Search Reopened

This is a twelve-mouth appointment, beginning July 1, 1992, or as soon thereafter as possible, Salary is competitive and commensurate with coloration and experience. Consideration of completed applications will begin on Junuary 31, 1992, and will continue until the position is filled. Applicant should submit a latter of interest, a professional resume, and at least three current letters of reference, white specifically for this position, to:

Music Chairperson Search Commuter clo Br. Arnold Penland, Associate Dean College of Fine Arts — 101 FAA University of Florida Gainesville, Florida 32611-2632

For more detailed information regarding this position, please telephone 901/392-1207 or fax 901/392-3802. equal employment apportunity, affirmative action employee

Sadies lastinue and the Early Childhood Training Center. Women and minorities that ye consumed the control of t contest. Women and minorities though sept. I) letter including statement of curicularitiescarch/administrative interests; 2) carriedam vilace; and 3) names, addividuals willing to provide a professional mean of Child Development and Family Fam. North Dakota State University yee; (https://doi.org/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.1009/10.10

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FACULTY Seattle Campus

MANAGEMENT

Applications invited to till two fac-ulty positions (each 75% time) for new interdisciplinary (innovative weekend Graduale Management Program for working managers. One position in management sci-ence requires experience in fin-ance, operations research or pro-duction; the other, in organiza-tional studies, requires experience in organizational development or technique. Seeking candidates with experience analysis strong interest teriavior. Seeking cannicates win experience and/or strong Interest in organizational learning, change, and collaborative man-agement. Must have strong teach-ing/artivising/cracking skills, and ability to advise over on-line com-puter network. Carned doctorate employed. Sementing basins Lish preferred. Screening begins Jeb 1, 1992 for July 1 start. For appil cation packet, contact: Management Search Committee, Antioch University Sentife, 2607 Second Avenue, Seattle, WA 98121; (200) 441-5372, Tax (206) 441-3307, AASCOL.

Sociology Instructor

Kansas City Kansas Community College will employ a full-time Sucrology instructor beginning the Fall semester, 1992. Besides teaching Sociology related courses, the individual must be academically capable of teaching an introductory course in a Social or Behavioral Science discipline, i.e. Psychology, History, Politi-cal Science, Economies.

QUALIFICATIONS: Master's degree in Sociology and two years' reaching experience in a post secondary institution re-quired. Doctorate preferred, Saltion and experience per Master Contract.

Application Doubline: February 15, 1992. Send application, resume, and official transcripts to: Assistant to the President, Kansas City Kansas Community Codege, 7250 State Avenue, Kansas City, Kansas 66112; (913) 334-1100 ext. 111.

Kc Kc C is an Liquid Opportunity, Afternative Action Employer.

Assistant Professor/

Voice Production Specialist

Assistant Professor or higher to teach voice production for the actor. Requires specialized training/knowledge in the areas of vocal rechnique (Link-later, Berry), speech phometics, Shakespeare, restoration, dialects and classical styles. Will work with acring teachers and directors in a four year acring sequence for the BFA program. To begin late August 1992. MFA or equivalent plus two years teaching experience. Salary commensurate with experience and qualifications. Application deadline February 20, 1992. Letter of application, vitae, and three letters of recommendation to Phillip M. Church, Chair, Search Committee, Department of Theatre and Dance, Florida International University, Miami, Florida 33199. FIU is an Affirmative Action, Equal Opportunity Employer.

position. Review process will begin immediately and continue until a suitable candidate it located. Assistant Professor: Tenure track oppointment begins August 1992.

Prior college level teaching required. Ph. D. by time of appointment required. Minst be able to teach basic courses in Public Relations Lab. Opportunity to develop additional courses for a Public Relations track. The ideal candidate will also be able to teach courses in Salary is negotiable, based on qualification, some of the following areas: Public Speakson of the following areas: Public Speakson of the following areas: Public Appears and is attributed as a part of the following areas: Public Appears and is attributed as a part of the following areas: Public Appears and is attributed as a part of the following areas: Public Appears and is attributed as a part of the following areas: Public Appears and is attributed as a part of the following areas: Public Appears and the Appears are a part of the following areas: Public Appears and the Appears are a part of the public Appears and the Appears are a part of the Appears and the Appears are a part of the Appears and the Appears are a part of the Appears and the Appears are a part of the Appears and the Appears and the Appears and the Appears and the Appears are a part of the Appears and the Ap

Communication: Assistanj Professorship in Organizational Communication available for Fall 1992 at Duquesne University. Candidates should be able to teach outsets in their specially at the advanced understaduate level and in the Corporate Communication MA program. There is opportunity to ravise current offerings and to create course to be added to the curriculum. Given the broad scope of areas included in the Department, secondary desirable acres of misress in teaching and research may vary widely, including but not influed to infer-personal and group communication; intercultural and international communication organizational communication in bestiness, media organizations, public selutions desired.

Indiana University School of Journalism Indianapolis Campus

The Indiana University School of Journalism at Indianapolis seeks applications for an assistant to associate professor position (tenure track) with teaching interests in advertising or public relations. Applicants should have a commitment to scholarly research. Professional experience is expected and an advanced degree is desirable. The tenuretrack appointment is for ten months. Two-course teaching load per

Send application, resume, academic transcripts and three letters of reference to Associate Dean James Brown, School of Journalism, IUPUl, Indianapolia, IN 46202-5154. Applications due Feb. 20, 1992. Indiana University is an affirmative action-equal opportunity employer.

IUPUI is an urban campus with a climate of professionalism and aspiration that marks a major city. Our students come from diverse lifestyles, backgrounds and professions. The School has a professional focus. It is the center for the National Institute for Advanced Reporting which sponsors an annual conference on computer-assisted journalism. Indianapolis, the capital of Indiana, is in the heart of the nation's Midwest. The city has recently gained international stature as a major center for business, culture, and amsteur sports. Indianapolis is convenient to almost anywhere in the country; and our living costs are moderate. Because of the close proximity to our Bloomington campus (45 miles), we operate administratively and programmatically as one school.

ASSOCIATE OR FULL PROFESSOR **EDUCATIONAL ADMINISTRATION**

Southern Connecticut State University

The Department of Administration and Supervision in the SCSU School of Education invites applications and nominations for a full-time, tenure-track Education invites applications and nominations for a tuil-time, tenure-traction in sixth year professional programs, for the preparation of superintendents of schools and intermediate administrations/supervisors at building and district levels. Each candidate must have successfully completed, or nearly completed, a doctorate in educational administration and have a minimum of five years' administrative experience, two of which must be a central office level, preferably as superintendent of schools. Teaching ability is paramount; willingness to engage in research, publication, supervision of administrative interns, and service to public schools is essential. Position available: August 24, 1992, subject to availability of funding. Minority candidates are encouraged to apply and identify themselves. A letter of interest, résumé, and names/addresses/phone numbers of three references should be sent by February 15, 1992 to: Dr. Jane W. Ruck, Chairperson, Administration/Supervision Department, Southern Connecticul State University, 501 Crescent Street, New Haven, CT 06515.

ate levels (MA and Ph.D.), provide supervision, conduct research (qualitative or quantitative); and engage in service. The successful candidate must themostrate reportise in at least two of the following: interpersonal, small group and/or organizational communication. Ph.D. is resulted.

Salary is competitive and the position is available August 1992. Send letter of application, current vita, three letters of recommendation (SCA Placement credentials may be stated and transcripts of graduate studies by March 1, 1997 to Dr. John Malay, Department of Interpersonal and Public Communication, 303 South Hall, Bowlins Green State University, Green State Communication, Organizational Communication, or Media Production.

Communication Educations Indiana State University invites applications for an anticipated tenure-track Assistant Professor position in Communication Education. Primary responsibilities include supervising student teachers and teaching communication methods. Flexibility in remaining responsibilities provided. Applicants must demonstrate acomminment to excellence in teaching and research. Ph.D. preferred. Salary competitive, Send applications and vita to: Edwin Rowley, Chairperson, Search Committee, Department of Committee, Department of Com-

Communications: Alfred University. The Communication Studies Program at Alfred University invites applications for a tenure-track Assistant Professor position beginning Fall, 1992, We seek a seneralist who can seach a variety of courses including Introduction to Communication Studies and Communication Theory, as well as more advanced courses in areas such as Advertising/Public. Relations. Organizational Communication, or Media Production. Ph.D. (or A.B.D.) required; professional apperience beight, Salary, reaching responsibilities, and release time for research are competitive and commensurate with qualifications. By February 15 and letter of application, vita, and these letters of reference to: Chair, Communication Studies Search Committee, Liberal Arts and Sciences, Alfred University, Afred, New York 14802, Alfred University, Afred, New York 14802, Alfred University is an Afformative Action, Egoad Opportunity Employer. Women and minorities are encouraged to apply.



College of Performing and Visual Arts

School of Music

instructor/Assistant Professor of Music-Soprano Artist/Teacher Full-time lenure-track position to begin August 19, 1992. Rank and salary consistent with experience and qualifications. (Corrected Copy of 12/11/9) CHE aid.)

Duties: Teach studio voice: perform with the Colorado Vocal Arts Ensemble; advising: leach at least one of the following: art song filterature, diction, vocal productions. pedagogy, opera workshop.

Outsifications: Instructor: Bachelor's degree with significant performing ex-perience and evidence of quality teaching potential. Assistant Professor: Master's degree required, Doctorate preferred; successful studio teaching and salto performance experience; extensive reperiore of performed litera-

Application dearline: February 15, 1992, or until the position is filled. Submit letter of application, vita, and three letters of recommendation to: Professor Thomas Poule, Chair. Search and Screen Committee for Voice Artist/leacher, School of Music, University of Northern Colorado, Greeley, CO 80039. For further information, call (303) 351-2076 or (303) 351-2678.

Assistant/Associate Professor of Music Education

Full-time tenure-track position to begin August 19, 1992. Rank and salary consistent with experience and qualifications. Duties: Teach undergraduate and/or graduate music education courses; su-pervise student teachers; serve as Director of the UNC String Project. Qualific ations: Durlorate required; three years' successful public school instrumental teaching, including involvement with elementary and secondary school string/orchestral curriculum; competency in educational research and educational technology is desirable.

Application rigadine: February 15, 1992, or until the pusition is filled. Solumit letter of application, resumé, transcripts, and three letters of recommendation to: Dr. Elza Daugherty, Chair, Search and Screen Committee for Music Education, School of Music, University of Northern Coloratio, Greeley, CO 80639. For further information, call (303) 351-2673 or (303) 351-2678.

Assistant/Associate Professor of Music—Bassoon Artist/Teacher

Full-time tenure-track position to begin August 19, 1992. Rank and salary consistent with experience and qualifications. (Corrected copy of 12/11/91 CHE ad.)

Oulies: Teach undergraduate and graduate bassoon students; assist with woodwind techniques classes; coach chamber music ensembles; perform with faculty chamber music groups; teach music theory or other area according to qualifications and program needs.

ing to qualifications and program needs.

Qualifications: Master's degree required, Doctorate preferred; evirlence of outstanding performance ability; successful university teaching experience; experience with music technology desirable.

Application deadline: February 15, 1992, or until the position is filled. Submit felter of application, résumé, transcripts, references (include name, address, and phone), and a recent high quality performance tape to: Professor Roger Greenberg, Chair, Search and Screen Committee for Bassoon, School of Music, University of Northern Colorado, Greeley, CO 80639. For further information, call (303) 351-2000 or (303) 351-2678.

Department of Theatre Arts and Dance

instructor/Assistant Professor of Dance

Full-time, term position to begin August 19, 1992. Rank and salary consistent with experience and qualifications.

Duties: Assignment includes teaching repertoire and advanced technique classes, as well as directing and choreographing for performing groups. Responsibilities may also include teaching in some of the following areas: labanotation, tap dance/musical theatre dance, and philosophy/trends. Qualifications: M.A. equivalent professional experience in dance required. M.F.A. preferred. Evidence of outstanding performance ability. Demonstrated success as choreographor/director, teacher, and performer at college or professional level.

Application deadline: March 1, 1992. Submit letter of application, résumé, transcripts, three letters of reference (include name, address, and phone), and relevant supporting data to: Thomas McNally, Chair, Search and Screen Committee, Department of Theatre Aris and Dance, University of Northern Colorado, Greeley, CO 00639. For further information, cell (303) 351-2454 or (303) 351-2678.

Communications: Full time, tenure-track assistant professor position in mass communications or film studies. Ph.D. required, Responsibility for the forensics team and willingness to participate in the freshmen interdistriplinary core courses highly desirable. The successful candidate must have a strong communent to undergraduate tenching at a selective private becal arts university. Please send tetter of application, three letters of recommendation, and a cturiculum vince by February 1, 1992, to: Professor David Boerscon, Chair, Humurilles Division, Pacific University, Forest Grove, Oregon 97116. Pacific University is an hOE employer.

Communications: The University of Guam solicits applications for the foliowing tenure or non-tenure track, full-lime position (one-, two-, or three-year appointment): Instructor to associate professor (Communications). The University of Guam in a U.S. accredited institution that serves the island of Guam that other islands in the Western Pecific region. University of Guam faculty of Guom and other islands in the Western Pacific region. University of Guom faculty sularies are competitive with those of the University of Hawali and major mainland university. Dattes and Responsibilities: Teach undergraduate courses in media, such as introduction to Mass Communication, Broadcast Production, and Broadcast Journalism. Supervise student internships in local media. In addition teach other media and apeech communication courses, including the required course, Fandamentals of Speech Communication. This person will be encouraged to provide input into the University's undertaking, with the community, to establish a National Public Radio station at the University of Guam. Minimum Qualifications: Doctorate preferred, Master's Degree in communication or journaism and significant broadcast media experience required. Application Process: Submit curriculum vitae, three recent fetters of reference, official graduate degree transcripts and unofficial copies of undergraduate degree transcripts, and completed job application to: University of Quam, John Wittmayer. Chair, Communications Search Committee, co Personnel Services Division, UOG Station, Mangilao, Quam,

versity is an Equal Opportualty Employer.
Computer Scienca: Faculty Position Announcement; Computer Science, Philadelphin College of Textiles and Science. A tenture-mack position is available for the Pail of 1992. Applicants about the enthusiastic about teaching a variety of introductory and advanced computer solence courses, as well as some introductory courses in mathematics. An interest in conducting an active research program lavolving understanding students is required. Position would entail further development of omerging computer science and applied mathematics curricula in conjunction with the overall mission of the college, to provide a liberal professional education. PCT&S offers undestrachate and graduate programs in four academic divisions (Science, Textiles, Business, and Humantiles). Facilities include VAX 8250 and he computer (VMS). Silicon Graphics IRIS workstetted (UNIX), and a number of inferocomputer platforms. Ph.D. in computer science or related field required; salary and rank computer

Computer Graphics: Florida Atlantic University. The Florida Center for Electronic Communication, a multimedia research aroun ni Florida Atlantic University, invites applications for an Associate in Research starring March 31, 1992. This 12 month non-tenure research faculty position requires a computer graphic related biastor's degree and industrial computer graphics experience with expertise in computer video desian, modeline, and animation. Should be proficedent in at least one of the leading computer graphics programs. Allas, Thompson Digital Image, or Wavefront. UNIX required. Submit letter of application, resume, and letters of recommendation before February 28, 1992 to: Dr. Edmund Stellings, Director, Florida Center let (Proida 3301). Thorida Atlantic University Theory, Room 914, 220 Southeast Second Atlantic University Tenter, Room 914, 220 Southeast Second Atlantic University.

mensurate with qualifications. Applicants should send a letter of application, vitac, statement of research objectives, and the names, addresses and telephone numbers of three references by Feburary 15, 1992 to Office of Academic Affairs, Philadelphia College of Textiles and Science, Philadelphia, Penasylvania 19144, The Philadelphia College of Textiles and Science is an AA Elong Philadelphia (College of Textiles and Science is an AA) Elong Philadelphia (College of Textiles and Science is an AA) Elong Philadelphia (College of Textiles and Science is an AA) Elong Philadelphia (College of Textiles and Science is an AA) Elong Philadelphia (College of Textiles and Science is an AA) Elong Philadelphia (College of Textiles and Science is an AA)

GUSTAVUS ADOLPHUS COLLEGE

The Department of Political Science invites applications for a possible unevers replacement position beginning September, 1992. This position replaces two faculty members on semester leaves; there is a possibility of a second year, contingent on funding. The position combines Political Theory and U.S. Politics, and the candidate must be able to teach an introductory course in U.S. Government and Politics (each semester) and a required course in the major in Classical Political Theory. Other courses would depend upon the candidate's interests, but could include: various courses in American politica (e.g., Congress and the Presidency, Campaigns and Elections, etc.), political theory (e.g., Contemporary Political Theory, Jurisprudence or Theory of Law) or other areas of special interest (e.g., Women and Politics, Public Policy). The course loud is three courses per semester, and a January term course is negotiable.

The Department prefers candidates with a Ph D. is bond. The Department

The Department prefers candidates with a Ph.D. in hand. The Department provides majors with a solid liberal arts background in politics, one that emphasizes both an understanding of political issues and questions, and solid skills in analysis, research, and writing. We are interested in candidates with enjoy undergraduate teaching and working closely with students.

Candidates should submit a letter of application, curriculum vitae, letters of reconsuendation (sample syllah) and evidence of effective tesching are optional but helpful) to:

Professor Norman V. Walbek, Chair Department of Political Science Gustavus Adulphus College St. Peter, MN 55082

Gustavus Adolphus College is an EO/AA employer and applications from women and minorities are especially encouraged.

Optional wording in italies depending on whether J-term should be part of

MATHEMATICAL BIOLOGY

University of Utah

The Departments of Biology and Mathematics at the University of Utah Invite applications for a new interdisciplinary tenure-track position in mathematical biology. We seek a person who combines excellence in research with a genuine commitment to teaching at the undergraduate and graduate levels. The Initial teaching responsibility will be to work with members of the Mathematics and Biology departments to develop an innovative core course in mathematical biology for lower-division undergraduates in the life sciences. The person who fills this position will be expected to maintain an active research program that adds to the University's existing strength in mathematical biology.

Applicants should submit a c.v., a stalement of research and lescology.

Applicants should submit a c.v., a stalement of research and teaching interests, and four letters of recommendation to R. H. Ward, Department of Biology, University of Utah, Sait Lake City, UT 84112. (Telephone 801-581-4486 for additional information.) Review of applications will begin on January 22, 1992 and will continue until the position is filled. Applications from minority candidates and women are strongly encouraged. The University of Utah is an Equal Opportunity, Attirmative Action Employer.

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Computer Sciences Faculty position in Computer Sciences. The fisculty position as nine mosth tenure track spontinent, stars in September, 1922. Respontinent, stars in September, 1922. Respontinent, stars in September, 1922. Respontinent, stars in September, 1922. Respontibilities include quality reaching, leadorship, compilities or covice, and service to the school and community. Applicants must meet the following requirements: 11 A Fh.D. in compilities of the school and community. Applicants must meet the following requirements: 11 A Fh.D. in compilities of the school and control of the following requirements: 11 A Fh.D. in compilities of the school and control of the following requirements: 11 A Fh.D. in computer science, information systems, or a class of the school and the submitted to Dr. Bruce Carre, and any other qualifications. Applications and covering the the U.S. References to the school and the submitted to Dr. Bruce Carre, Applications from minorities and advanced undergraduate courses in computer science. M.S. in computer science of Ph.D. in computer science of Ph.D. in mathematics with M.S. in computer science on proper. Applications from minorities and women are porticularly encouraged.

Computer Science: Teach besinging and advanced undergraduate courses in computer science of Ph.D. in computer science of Ph.D. in mathematics with M.S. in computer science of Ph.D. in mathematics and science at Old Science at Ol

FACULTY POSITIONS

Wheelock College is a 103-year-old institution located in the Fenway area of Boston. Wheelock offers graduate and undergraduate professional preparation in education. Undergraduate preparation requires the completion of a multidisciplinary liberal arts major. We seek faculty who are committed to teaching. Wheelock College invites applicants for the following full time tenure-track positions in education in the graduate and undergraduate divisions.

The Chronicle of Higher Education • January 15, 1992

Graduate Positions

Assistant/Associate Professor in Early Childhood and Elementary Education—Responsibilities include teacher preparation courses in early childhood and elementary education; supervising students in practice (N-6). Ed.D./Ph.D and clinical supervision skills required. Demonstrated teaching competence in multicultural settings with young children and graduate students preferred.

Assistant/Associate Professor in Early Childhood Special Education—Responsibilities include teaching early childhood special education courses (Birth-Eight Years), supervising students in practica in early intervention and integrated early childhood settings. Ed.D./Ph.D. in Early Childhood Special Education or related field and clinical supervision skills required. Demonstrated teaching competence with young children (Birth-Eight Years) and graduate students. Experience with multicultural family-centered programming and interdisciplinary teams preferred.

Assistant/Associate Professor in Human Development—Re-sponsibilities include teaching human development courses and advising students. Requires Ph.D. or Ed.D in Human Development. Teaching includes courses in child development and a variety of developmental sub-specialties. Multicultural perspectives and re-search experience preferred.

Picase send vita and two letters of recommendation to: Dr. Mario R. Borunda, Graduate Dean, Wheelock College, 200 The Riverway, Boston, MA 02215.

Wheelock College is an

Wheelock

ELEMENTARY EDUCATION/EDUCATION DEPARTMENT HEAD

Search Extended

Susquehanna University seeks an energetic, innovative faculty member to teach curriculum methods ent/or reading and serve as Department to teach curriculum methods ent/or reading and serve as Department Head in Education. The successful candidate will have a record of effective college teaching, strong management skills, and experience in teaching students K-6. Rank end salary dependent on qualifications. A Doctorate in hand is required, and women and minority cendidates are encouraged to apply. The position begins August 24, 1992.

Susquehanna University is a selective, residential, undergraduate university of approximately 1400 students, its academic programs are organized in three schools: the School of Aris and Science, the School of Fino Aris and Communications and the Signaund Weis School of Business. The University is located in central Pennsylvania about four hours drive from Now York City, Philadelphia and Washington, D.C.

The Education Department at Susquehanna is growing in majors and changing in character. Undergraduate programs for elementary and secondary certification have their comploment in a highly successful Teacher Infern program, enrolling nearly 100 post-baccalaureste candidates for certification. Education programs are influenced by three commitments: to have professional preparation prosper in a liberal aris setting; to emphasize quality over quantity; to slutre the responsibility for teacher preparation with teaching professionals in the region. The Education Department is involved in several significant collaborative projects with regional systems. K-12, and with the intermediate service unit for central Pennsylvania.

Applicants should send a lotter of interest, a curriculum vites, and 3 current lotters of reference, by February 21, 1992 to Dr. Donald D. Housley, Dean of the School of Arts and Sciences, Susquehanne University. Selinsgrove, PA 17870-1001.

Susquehenna is an AA/EOE employer.

a progressive agency. \$39,684-50,784/year. Icl \$\frac{9}{206}\$ (753-0382, Apply to: Department of Corrections, HR Division, P. O. Box 959). Olympia, Washington 98504.

Counseling: Assistant Professor. The School of Education at the University of San Diego is seaking applications to fill an entry-level, tenure-frack assistant professor position in its counseling program offers in M.Ed. degree with emphasis in school counseling, college student services, and human resources counseling. Responsibilities include teaching courses in area of professional expertise with preference on cross-cultural counseling, curser counseling. Services, and include teaching courses in area of professional expertise with preference on cross-cultural counseling, curser counseling. Services, and include teaching courses in area of professional expertise with preference on cross-cultural counseling, research, surface of the counseling services, and include the professional expertise with preference on cross-cultural counseling, research, surface and the counseling services, and include the professional expertise with preference on cross-cultural counseling, research, surface and the professional expertise of the 12 month scale of \$63,000,000 and excellent frings benefits. To apply: Send the cellent frings benefits. To apply: Send to sumf, a letter of application, a strength of university counseling services, and button of the professional professiona

Counseling: Assistant Professor. The School of Education at the University of San Diego is seeking applications to fill an entry-level, topure-risk assistant professor position in its counseling rogarm became in the Fall 1992. The program offers and M.Ed. degree with emphasis in school counseling, college student services, and huma resources counseling, exponsibilities include teaching courses in area of professional expertise with preference on cross-cultural counseling, career counseling, rolege student or human resources counseling, rosearch, student advising. Requirements: carned doctorate in counselor education or counseling psychology with university teaching and practica supervisioned three tolers of lectory of inquiry, resume, three tolers of lectory of inquiry, resume, three tolers of the commendation and transoripts to Dr. Edward Dernocker, Son Diego, Ashool of Education, University of San Diego, Ashool of Reducation, University of Indian.

Counseling: Director of IACS secredited university conselling center. Requirements Doctorate in Counselling Psychological Counseling or closely related field. Currently ficensed as a psychologist and/or eligible for ilcensure in Fennsylvania, minimum of five years. University Counseling Conter experience, demonstrated clinical skills with a broad range of typical concerns of the university population. Demonstrated elements a concerns of the university population. Demonstrated elements a concern strated and startly population. Demonstrated elements a concern strated elements and supervise doctoral and counseling Center, supervise doctoral and counseling Center, supervise doctoral and master's level start. Cerical staff, M. S. interns, and M. S. graduale assistants. Continue to maintain IACS Standards and Accreditation, work closely with a CACRED excredited Department of Counseling, and work closely with fellow Student Afrians Professionals. The Director carriers a reduced counseling load and is expected to have active and relevant research interests. Terms of Bauloyment: The Director is a non-teaching faculty momber in the Department of Counseling and has faculty

Counseling: Rust Carolina University Counseling Center invites applications for a full-time (12 month) counseling postnos beginning July 1, 1992. Doctorate in Conseling Counseling Psychology or related by the Counseling Psychology or related preferred. Equivalent to two years college counseling experience (may internating). Eligibility for license/cerilica-internating). Eligibility for license/cerilicacollege counseling experience imay intermine, Eligibility for licensolverillar, then in North Carolina required. Responsibilities: Individual and group cousseling, outreach programming, crisis intervention, supervision of practicum students, as consultation. Preference given to applications with skill and knowledge in leurnias skills and math and speech analety. Salary competitive at entry level. Applications of cepted until postition is filled; however, and ority given to those who send vitas, the current letters of recommendation, and letter of interest by March 15, 1992. Womes and minorities are encouraged to apply. Forward application to: Dr. Wilbert Bal, Counsellag Center, East Carolina University, Greenville, North Carolina 1754. BCU is an Affitmative Action, Equal Opportunity Employer, Applicants must comply with the Immigration Reform and Control Act.

Counseling: Kansas State University. Two soulor staff positions in a university constitute of the staff positions in a university constitute. Starting efter July 1, 192, Responsibilities include providing individual and souly counseling, consultation and outpart of trainers, and special paper listing of trainers, and special paper listing to the staff paper listing the staff paper list of the staff paper listing the staff paper list paper listing the staff p

EAST TENNESSEE STATE UNIVERSITY

SCHOOL OF NURSING

DEPARTMENT HEAD AND FACULTY POSITIONS

The School of Nursing is comprised of three academic departments and offers accredited associate and beccalcurents department programs with advanced placement options for acculerated completion. A master's program began in August 1991. The School is a co-racipient of a unifor W. K. Kalloga award granted to the Division of Health School os, as well as other grants and contexts which enable the School of Nursing to operate two nurse-managed clinics—one for the homoless and one extended hours clinic in a rural area.

leaded hours clinic in a rural area.

Chair, Department of Adult Nursing position requires declorate in ausing or related fields and master's in aursing. Documented achievement in teaching, research, and service to be appointed at the minimum rank of Associate Professor. Requires community involvement, membership in professional organizations, doministrated leadership abilities, and flexibility. Minimum experience of five years in nursing education with preference for experience in a university setting; clinical experience required. Applications accepted until position is filled. Review and selection process to begin january 15, 1992. Only completed applications will be considered.

cauons will be considered.

Faculty to leach in all specialty areas. Anticipate additional new tenure-track and non-tenure track positions due to appendion and grants. Master's in nursing required; ductorate proferred. Cortificate as turse-practitioner desired for several positions; practice options available; expurience in nursing required and teaching experience preferred. Review of applications will begin immediately and continue until positions are filled.

Additional Temporary Positions which combine teaching and clinical practice as an FNP. Must be eligible for ANA certification as a nurse practitioner and TN prescriptive privileges. Evening and weekend clinics in some positions. Positions contingent upon continued grant and center involve.

All applicants must demonstrate the ability to communicate effectively to written and spoken English. Applicants must be eligible for it ensures in Tangassee. Send vita and names/addresses of four references with latter of application which indicates position of interest to:

School of Norsing P. O. Box 70,617 East Tounessee State University Johnson City, TN 47614 Phone: 615-929-5626

ETSU is an Equal Opportunity, Affirmative Action Employer.



Anderson College 🛂 Anderson, SC

Academic Positions for 1992-93

Division Head, Natural Sciences and Mathematics, associate or full professor; Ph.D. in Biology required; halftime teaching, half-time administration. Voice, instructor or assistant professor; M.M. or M.F.A.

required; doctorate or ABD preferred but required for tenuretrack; Teacher certification in music.

Psychology, assistant professor; Ph.D. in psychology

English, assistant professor; Ph.D. in English required.

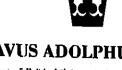
Marketing, assistant professor; M.A. in marketing required;

Ph.D., D.B.A., or ABD preferred but required for tenure-track. Elementary Education, assistant professor; Ph.D. or Ed.D. in elementary education or curriculum and instruction required; two years' elementary teaching experience.

Anderson College is a four-year liberal arts college affiliated with the South Carolina Baptist Convention. Qualified candidates a second control of the cardinal candidates and candidates and candidates are careful to the candidates and candidates are careful to the candidate dates should send cover letter, current resume, and names, addresses, and telephone numbers of three references to the spropriate division head by January 31, 1992; Dr. David Latton (Voice); Dr. Shirley Jacks (English); Dr. Stuart Sprague (Psychology); Dr. Bruce Jones (Marketing); Dr. Joellen Harris (Elementary Education). Applications for Division Head position should be addressed to Dr. Melvin Hipps, Anderson College 316 Positions of Colleg College, 316 Boulevard, Anderson, SC 29621.

Ph.D. (A.B.D. considered) in counseling, systology, climical psychology, climical psychologists of several field. Specializate consists about the demonstrated by fire, excellent fines benefits. Application deaths: March 1, 1992. Send letter of interest, returned and three letters of recommendation of expense. Specialization of expense. Special

to first the Moston, Ph.D., Directales, Santa Sinte University, Directales, Kanna Sinte University, Manhaista, Companies and Constituents, Santa Kanna Sinte University, Manhaista, Companies, Santa Sinte University of Professor of Counselor Education in the Spul Opportunity Employer. Women and Counselor Education in the Spul Opportunity Employer. Women and Counselor Education in the Spul Opportunity Employer. Women and Counselor Education in the Spul Opportunity Employer. Women and Counselor Education in the Spul Opportunity Employer. Women and Counselor Education in the Spul Opportunity Employer of Department of Spul Opportunity For Professor of Department of Spul Opportunity For Professor of Counselors, Salary, companies a Associate of Spul Opportunity For Professor of Counselors, Salary, companies and Spul Opportunity For Professor of Counselors, Salary, companies and Spul Opportunity Spul Opportunity Spul Opportunity Employer and the postion of a resemb upwell of the Spul Opportunity Employer and the postion will remain open until an appropriate Counselors, addictive behavior, or apply cells in the Spul Opportunity Employer and the postion will remain open until an appropriate Counselors, addictive behavior, or apply cells in the Spul Opportunity Employer and the postion will remain open until an appropriate Counselors of Spul Counselors, addictive behavior, or apply cells and counselors, addictive behavior of application, results of Spul Counselors, addictive behavior of application, results of Spul Counselors, and student body.



GUSTAVUS ADOLPHUS COLLEGE

The Department of Political Science invites applications for a one-year replacement position at the Assistant Professor level for the 1993 calendar year (Spring semester, then the following Fall semester, with a January term negotitude). * The position is a combination of I.R. and Comparative, and the cautrses would include: an introductory course in International Relations, an introductory course in Comparative Politics, and upper level courses depending on the candidate's special interests in these two fields te.g., International Relations Theory; Developing Countries: Asian, African or Middle Eastern Politics, etc.). The rourse load is three courses each semester and a January term (most likely in 1991) is a possibility.

The Department would prefer candidates with a Ph.D. in hand, but will consider ABDs at the instructor level. The Department provides najors with a solid liberal arts background in politics, one that emphasizes both an understanding of political issues and questions, and solid skills in analysis, research and writing. We are booking for candidates who enjoy undergraduate teaching and working closely with students.

Cardidates should submit a letter of application, curriculum viae, letters of recommendation (sample syllabi and evidence of effective teaching is optional but would be helpful) to:

Professor Norman V. Walhek, Chair Department of Political Science Gustavus Adolphus College St. Peter, MN 50082

(* This wording in italies is optional depending on whether we want to ask the candidate to leach a J-term to expand our offered courses during January.)

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CHEMISTRY CHAIRPERSON

Towson State University is seeking an accomplished administrator and teacher to serve as Chalirperson of an ACS accredited department offering the BS degree. The tenure-track position is contingent upon state funding. We are seeking a dynamic Ph.D. chemist with a minimum ten-year distinguished record in undergraduate teaching and research, and with demonstrated leadership qualities and administrative abilities. Specialization should be in an area of experimental chemistry. The successful candidate will be expected to enhance departmental activities by promoting external funding and expanding relationships with regional industry, governmental agencies, and educational institutions. Administrative responsibilities and scholarly activities are facilitated by a reduced teaching load. Senior rank, tenure, and salary are negotiable commensurate with cretentials. The Department includes twelve full-time facilities for teachfaculty and six support stall, and maintains well-equipped facilities for teach mig and undergraduate research.

Towson State University, a member of the University of Maryland System, is a Towson State University, a member of the University of Manyland System, is a lower and the state of the Comprehensive university offering bachelon's and master's degree programs. TSU has an enrollment of approximately 15,000 students and over 600 FTE faculty. The campus is situated on 330 acres of beautifully larviscaped and wooded grounds just north of Baltimore, within commuting distance of Washington, D.C.

Submit letter of application, résumé, and names, addresses, and telephone numbers of four references, postmarked by January 24, 1992, to Dr. Joyce Currie Little, Chair, Search Committee, Department of Chemistry, Towson, Maryland 21/204-7097. EO/AA employer, women and minorities are encour-

Criminal justice: Minot State University.
Assistant or Associate Professor (two postitions assaulable). Qualifications: Ph.D. in Criminology or Criminal Justice, or in clovely related behavioral/social sclence field with demonstrated record of commitment in criminal justice. ABID may apply. Other types of degrees will not be given priority. University teaching and research experience highly desirable. Specializations open Responsibilities: Graduate and undergraduate Instruction in at least two specialty areas, community service and confacts with criminal justice gearchs reference and evising, direction of master's these and projects; conduct of research and publication of scholarly studies; and puricipation in university committees. Applicants with a commitment to the development of a new scademic and applied behavioral science criminal justice graduate program are encouraged to apply. Rank and salary: Commendation to: Director of Human Recourse with qualifications and experience of two semesters beginn September 4, 1992. Inquiries: Send letter of applications, curriculum vitae, and complete contact laformation for a minorum of three references to Chair, Search Commune, Department of Criminal lustice, e. O. Bot (03). Minot State University, Minot, North Dekots 58702-5002. Equal Opportunity Employer.

Curriculum: Martan College of Fond du Lac. Wiscondin, Invites applicants for a nine-month renure-track faculty position bennning Jube 1, 1992, for its rapidity expending Master of Arts in Education degree program. The curriculum emphasizes a values-based, humanistic-bolistic approach to education. Travel to outreach locations is

EL PASO COMMUNITY COLLEGE

Tenure Track Faculty Anticipated for 1992-93 Academic Year

> Master's required: Accounting Counselor

Counselor Handicap Services Counselor Women's Center

Chemistry **Developmental Education**

English Engineering

English as a Second Language Exercise & Sports Science

History Librarian Management **Mathematics** Nursing (close 3/13/92)

Physics Psychology Reading Speech Communication

Bachelor's plus experience required:

International Trade & Business Pharmacy Technology Physical Therapist Assistant

Associate's plus experience required:

Computer Info Systems Correctional Science Court & Conference Reporting

Dental Assisting Dental Hygiene Drafting

Emergency Medical Technology Fire Technology **Human Services** Law Enforcement Medical Assisting

Medical/Surgical Technology Nuclear Medicine Technology Radiation Therapy Respiratory Care Sign-Language/Interpreter Preparation

We offer a competitive salary and excellent benefits package. Submit resume and letter of application by 2/28/92 to:

Personnnel Department, El Paso Community College, P.O. Box 20500, El Paso, TX 79998. (915) 775-6017 EEO/AA



Seattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

SCHOOL OF EDUCATION

Seattle University, a Jesuit institution founded in 1891, is the largest independent university in the Northwest with an enrollment of 4,778 students. The School of Education is one of six Schools/Colleges within the University. The School consists of five departments: Teacher Education, Administration and Adult Education, Educational Leadership (doctoral program), Counselor Preparation, and Curriculum and Instruction and the unit enrolls approximately 600 students pursuing graduate degrees and/or certification programs for teachers, counselors, school psychologists, principals, superinlendents, administrators, and adult educators.

tors.

All candidates must have an earned doctoral degree, relevant university-level teaching experience, value compatibility with University's Catholic and Jesuit educational mission. Salary for each position is commensurate with experience and qualifications. Positions are contingent upon final administrative approval. Scalle University is an equal opportunity, affirmative action employer. The School of Education actively solicits applications from women and condidates from under-represented groups in order to promote the duersity of its approaches to education and research.

The University is currently inviting applications and nominations for the following positions in the School of Education:

rollowing positions in the School of Educations and nominations for the following positions in the School of Education:

TEACHER EDUCATION (Position available: August or September 1992) Department of Teacher Education (Tonure-track, Assistant/Associate Professor) Programs: The newly created Manter in Teaching Program prepares students for initial certification. Students proceed through the program as cohort with two groups of approximately 48 students entering the program annually. An integrated program, the courses are team laught by laculty; numerous field experiences are included, requiring collaboration with public and independent schools. Qualifications: Doctorate in Teacher Education, Curriculum and Instruction or closely related area. Evidence of excellence in teaching with a strong general background in Teacher Education. Ability to work and teach effectively in ions estings: demonstrated successful experience in K-12 school settings. Preferred—Knuwledge and skills in applicatence in K-12 chool settings. Preferred—Knuwledge and skills in applicate to their applications. Summer teaching is additional and generally expected. Letters of application postmarked by February 10, 1992, will receive full consideration. COUNSELOR PREPARATION (Position available: September, 1992)

fron postmerked by February 10, 1992, will receive full consideration. COUNSELOR PREPARATION (Position available: September, 1992) Department of Counselor Preparation (Tenure-track, Assistant/Associate Professor). Qualifications: Doctorate in Counselor Education or Counseling Psychology, K-12 experience (school counseling preferred) plus demonstrated teaching skills (core theory and skills courses), ability to supervise practicum courses, ability to perform as a team member in program development. Preferred—Competence in research and statistical methods, developmental psychology, child counseling, and tests and measurements. Summer teaching is additional and generally expected. Letters of application postmarked by February 22, 1992, will receive full consideration.

consideration.

DOCTORAL STUDIES (Position available: June 15, 1992, and no later than July 1, 1992) Doctoral Program in Educational Leadership (Tenure-track, Assistant/Associate Professor). Responsibilities: Team teaching in doctoral program and teaching other graduate courses in the school, supervising graduate field experiences, directing dissertations, projects and independent studies. Summer achuol and regular academic year weekend teaching is required. Qualifications: Doctorate in Educational Leadership or Administration or closely related field. Successful graduate education teaching experience; demonstrated leadership ability; successful K-12 administrative experience; demonstrated ability to establish and maintain high academic standards within a personal and flexible framework; demonstrated ability to work effectively in team settings; demonstrated ability to supervise doctoral dissertations and projects, including evidence of skills in qualitative and quantitative research methods. Preferred—Graduate education team teaching experience. Letters of application postmarked by February 10, 1992, will receive full considerations.

To apply for the above positions, send letter of application, vita, and names, addresses, and telephone numbers of three current references to: Margaret M. Haggorty, Dean, School of Education, Seattle University, Seattle, Washington 998122. (Fax: (206) 296-2163).

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Dentistry: The University of Minnesota School of Donitstry has a full-fine teaure track faculty position of the Assistant/Associate Professor level in the Division of Oral and Maxilindracial Surgary available Jamuary 1, 1992. Responsibilities for this position include pre-clusical and clinical teaching at the pre-doctoral and posi-doctoral include and professor levels with a substantial role in resident supervision; didactic activities: research; and particulation in school committees/soverning bodies. Candidates should show evidence of clinical and research activity, teaching and patient care. Faculty members are onlitted to time for intra-or estimated and available of time for intra-or estimated an advanced chieution program in Oral and Maxikofacial Surgary and be board certified or board eliable. Salary and academic rank are commensurate with experience and qualifications. The University of Minnesota is an equal caparitative where the received by Fohruary 15, 1992, Sand curriculum whas brief summary of scholarby activities, and the names and addinesses of three references to: Dr. William F. Lillemark, Chair, Dapariment of Diagnosite and Surgicul Sciences, School of Dentistry, University of Minnesota, 155 Delaware Sreet S.E., Minnesota, Minnesota

Oevelopment: Development Representative—Regional. Regent University, an evangelical, non-profit Christian graduate university; is seeking applicants with Bachelor's degree or equivalent and 4-5 year' development and/or sales experience. Will coptact donors, atmapt, perents, friends, and other constituencies to develop interest and support for the undversity's programs. Responsibility includes a budgeted poal for siles of all kinds, i.e., ennusi, major, campelgn, planned, and other, within a defined geographical location. HOE. Send resume to: Martis Smith. Director of Personnel, Rosent University, Virginia Beach, Virginia 23464-9800.

Developments Auburn University seeks an Associate Director for Development in the Office of Advancement. Incitabent will be responsible for the total Advancement Prostate for the College of Liberal Arts with special emphasis on major gifts, Auburn Annual Giving, Planaed Giving Prostans, and respective College Alumni Programs. Extensive travel in anticipated. The College of Liberal Arts includes the School of

Fine Arts and the departments of Communication. Communication Disorders, English, Foreign Languages and Literatures, Geography, History, Journalism, Philosophy, Political Science, Psychology, Refigion and Sociology-Anthropology-Social Work. A B.S. degree with a minimum of three years' progressively responsible management experience in development and alumni relations at antiversity or other comparable organization is desired. Strong written and apoken communication skills are required. To apply, send a letter of interest, current resumd, and three letters of reference to: Mrs. Par Brackin, Director of Animolatration. Office of Advancement, 317 South College Street, Auburn University Abbama 3649, Deadline, Japany 30, 1992. Auburn University is an affirmative action, equal onportunity employer. Milaporities and women are encouraged to apply. Devologment: Director of Regional Doveloption, Vanccarver. Washington State University is seeking a Director of Regional Development for its new branch campus in Vancouver, Washington. This is a permanent, full-time administrative/professional semior shaft position with the WSU Foundation. The starting date is April 1, 1992, The salary is competitive. This person will be

sion. The starting date is April 1, 1992. The subary is connective. This person will be expected to enhance and develon public relations for WSU in the Vancouver-Portland area, direct the individual and corporate donation process for WSU/WSU Vancouver, provide liston activities with the WSU Foundation and constituent groups, and assist the dean with other duties as requires the starting of the work of the work

Ancell School of Business Western Connecticut State University

The Ancell School of Business invites applications from qualified candidates for tenure track positions in Accounting, Finance, Justice and Law, and Marketing. Successful candidates for all positions will hold a Ph.D., DBA, or other terminal degree appropriate for the field. ABD's within one semester of completing the dissertation may be considered. Evidence of teaching excelence and intellectual contributions is highly desirable and required for advanced rank. Interested candidates should send a letter of interest, a curriculum vitae, and the names and teluphone numbers of at loast three references to the appropriate Department Chair at: to the appropriate Department Chair at:

Ancell School of Business Western Connecticut State University 181 White Street Danbury, CT 06810

Environment: The Ancell School places instruction at the pinnacle of its responsibilities while simultaneously fostering intellectual activities consistent with our mission and focus. We are on the forefront of instructional technology with several specially equipped classrooms for multi-media presentations. Located on a picturesque 340-acre campus, the school houses excellent computer resources and its own business library.

Salary: Competitive and dependent upon qualifications.

Accounting: Seeks professionally certified colleague to assist faculty with upgrading graduate and undergraduate programs. Cuntact: Monica Frizzell. Finance: Seeks innovative teachers for graduate and undergraduate instruc-tion in Investment Analysis, International Finance, and Corporate Finance.

Justice and Law Administration: Seeks candidates with specialization in faw enforcement or criminal justice. Contact: David Whelan. Marketing: Seeks candidates with teaching, research, and business experi-ence in Advertising. Additional experience in one of the following desirable: Sales Promullon, Retailing, or International Marketing. Contact: Ronald Drozdenko.

Review of applicants will begin March 1, 1992 and continue until acceptable

An Equal Opportunity, Affirmative Action Employer

One Year Appointment

The Selby Chair for Academic Enrichment for Critical Thinking and Problem Solving in Secondary Education

Responsibilities include providing in-school workshops for teachers, assisting with lesson and activity planning, demonstration teaching in classrooms and assisting teachers in the various disciplines to incorporate critical thinking and problem solving techniques. The Seby Chair for Academic Errichment, made possible by a grant from the Selby Foundation, has been designed to improve the quality of teaching within the Sarasola County Public Schools. The goal is to provide a permanent and positive change in the quality and quantity of learning by students. Effective Date of Employment: Aug. 15, 1992, Salary: \$30,000 plus benefits and materials. Application Deadtiner February 30, 1992, Send letters of application, vitae and references io:

DEPARTMENT HEAD CHEMISTRY & BIOCHEMISTRY

Montana State University seeks nominations and applications for Department Head of Chemistry and Biochemistry. Requirements are a Ph.D. in Chemistry, Biochemistry, or related field, an established and respected teaching record, evidence of a highly regarded research program, and proven administrative, communication, and leadership skills. The Department Head is expected to promote excellence in ceaching, research, and service; stimulate enhancement of undergraduate teaching and undergraduate research, continue a vigorous research program; and perform limited teaching. Screening will begin February 17, 1992, and continue until the position Is filled. Send letter describing how applicant's experience qualifies him/her for the position, résumé, and names, addresses, and telephone numbers of five professional references to: Prof. Edward A. Drata, Chair, Department Head Search Comminee, Department of Chemistry and Biochemistry, Montana State University, Bozeman, MT 59717. MSU provides employment preference for eligible veterans (contact HR/AA, 210-C MH, MSU).

affirmative action employer. Protected groups are encouraged to apply.

Development: Assistant Director of Development for Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Deagn of Fine Arts and Special Assistant to the Children's Mirror and Special Assistant to the Deagn of Fine Arts and Special Assistant Televore, and the Proceedings of Fine Arts and Special Assistant Televore, and the Proceedings of Fine Arts and Special Assistant Televore, and Te nual siving and strong skills in major sifta. Will direct and implement comprehensive udvancement programs for Faculty of Fine.

Arts. including work with slummi, major donors, corporations and foundations for both outright and deferred sifts. Position is within the Office of Development and reports to the Associate Director of Development for the Arts; also will work on deliy beats with Dean of Fine Arts. Start Date Marrch 1, 1992, Application Dendline January 30, 1992, Spall status and names of at least three references to Dr. Maurice Servigny, Chair, Development Office Search, Office of the Dean, Music 111, The University of Artzona, Tuccon, Artzona 83721.

Development: Corporate and Poundation

Developments: Corporate and Foundation Officer, Pull time career position in Medical Science Relations, Incumbent will be responsible for securing major affine from corporations and foundations, assisting with the management of capital campalgas; and overseding the Children's Miracle Network Telebons. Qualifications include: Demonstrated carestence securing major agits rangen from \$72,000 to \$1 million from corporations and foundations; experience in fundamental capital campaigns.

Jose, Delta, Miffelt.

Early Childhood Development Associate of Austrant Professor. University of North Carolina-Greensborn seaks candidates for a tenure-track. 9 month position, Must maintain an active line of research and tash larging to Associate professor within the professor of research and tash larging to a carry childhood development, advise graduate and undergraduate and graduate courses in early childhood development, advise graduate and undergraduate and trough teaching, research, and grant writing states in early childhood development, advise graduate and undergraduate and possible graduate end undergraduate and possible graduate end undergraduate and trough teaching, research, and grant writing, Send vila, transcripts, and three letters of reference within, presphool education delegates in the continue and research and graduate and undergraduate and undergraduate and trough teaching, research, and grant writing, Send vila, transcripts, and three letters of reference within, presphool education delegates in the continue and possible graduates and undergraduate and transcripts, and three letters of repersone within, presphool education begin January 10, 1992 and will continue and possible graduates and undergraduate and research and grant transcripts, and three letters of reference to : Search Committee, Department of Biology, 7500 University Montgomery, Alabama 36117. Closing date for receipt sprincipus in February 17, 1992. Appointment to begin Fall Quarter, 1992. Albeit is an Equal Opportunity, Affirmative Action Employer.

Ecology/Zoology: Ecology: Advisor and three letters of reference by February 17, 1992 and will continue and the professor. The continue and the professor and three letters of reference by February 17, 1992 and will continue and the professor and three letters of reference by February

aged to apply.

Early Childhood / Elementary Educations University of Arkansas, College of Education, Assistant Professor of Elementary Education, Dutles: Teach graduate and undergraduate courses in elementary education with an emphasis on early childhood education, Student advisement through the doctoral level. Conduct self-infinited research and service leading to publication. Participate in collaborative efforts with the public schools, Qualifications: Earned doctorate the collaborative efforts with the public schools, Qualifications: Earned doctorate in Elementary Education, Early Childhood, Curiculum and Instruction or related field, Minimum of three years' elementary public school/pre-school teaching experience. Graduate coursework in early childhood and elementary education. Assistant Professor, tenure-track. Salary: Competitive, academic year appointment, summer school available. Beginning doi: August, 1992. The Search Committee will start the review process beginning their any 15, 1992, Search will continue until the position is filled. Procedure: Letter of application, complete college transcripts, vita, three letters of reference to: Michael , Waverins, Curiculum and instruction, Department Head, Undersity of Arkan-Department Head, Graduate Education Bulkdins, Room 306, University of Arkansas, Fayetteville, Arkansas 72701. The University of Arkansas 12701. The University of Arkansas is an Equal Opportunity, Affirmative Action Employer.

Economics Instructor or Visiting Assistat Professor for 1992-93. Teaching load is to sections of Introductory Economics as one upper level undergraduate course of 6 teachers. Master's or ABD sequired Solvita and references by March 1 of the C. Moorhouse, Department of Economic Wake Forest University, Winston-Sales North Carolina 27109.

North Carolina 27109.

Economics: Applications are invited far by position of Chairperson, Department of Economics, Texas Tech University. Age cannts abould have professional againstions commensurate with appointed as a stong record a essench, a continuing personal resent agenda, and evidence of good tanchar a both graduate and undergraduate levil. Oraduate thesis direction and a tecord determined funding are desirable. Please and inclinate the second of external funding are desirable. Please and inclinate of establication, résumé, and appear de references by March 31, 1992 to: Profession of the comment of the com

lites are encouraged to apper.

Economics: Linfield College seek! a bit time tenure irack faculty member for fair 1992 to teach undergraduate course; at levels. Rank open. Ph.D. reads ment, doctorate required for period and advancement to tenure. Theory air tailor and proparation in international college in confice required. Commitment to care monitor required. Commitment to care

MAXON DISTINGUISHED PROFESSOR OF FINANCE

College of Business



Ball State University's College of Business seeks applications for the Maxon Distinguished Professorship of Finance. This professorship was made possible due to a significant contribution from the Maxon Corportion, a Muncie area manufacturer of industrial heating equipment.

tion, a municit area manufacturer of industrial heating equipment.

The University is located in Muncle, Indiana, a city of arouad 80,000, approximately 50 miles northenst of Indianapolis. It is a comprehensive regional university of about 1,150 faculty and over 20,000 students. The College of Business is fully accredited by the AACSB on both the undergraduate and graduate levels with six departments: 1) Accounting; 2) Business Education and Office Administration; 3) Economics; 4) Finance; 3) Management Science; and 6) Marketing. There are over 110 full-time faculty, 20 contract faculty, and 5,000 business students. Business programs lead to the AA, BS, MBA, MS, and MA degrees.

The Department of Finance offers a full range of courses in the areas of financial management, investments, international financial markets and institutions, real estate, insurance, and business law. The undergraduat and graduate programs of the college are fully accredited by America Assembly of Collegiate Schools of Business.

Qualified applicants must have the following characteristics: a doctorate a finance from an AACSB accredited institution, a documented record of teaching effectiveness, a record of scholarly achievements and ability to serve as a mentor to young finance faculty, and overall qualifications that will qualify the candidate as a tenured full professor of finance.

Screening of applicants will begin March 1, 1992, and will continue und the position is filled. Applicants must submit a letter of application, curioulum vitae, copies of undergraduate and graduate transcripts, and the names and telephone numbers of three persons who can state the applicant's ability to meet the job requirements to: Dr. John F. Fitzgraid, Chair, Department of Finance, WB 301, Ball State University, Muscle, WB 47306-0348. Official transcripts and letters of reference will be required of finalists.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

BEHAVIORAL SCIENTIST

Ph.D. with a license in Ohio or license eligible in Ohio to join the faculty of family practice center as Associate Program Director and Director of Behavioral Science. Duties include teaching behavioral science to family practic residents and teaching interpersonal and interviewing skills to medical students. Demonstrated research skills are highly desirable. Individual and family counseling skills as well as teaching of the same are mandatory. Academic rank of Assistant/Associate Professor of Family Medicine at the Northeastern Ohio Universites College of Medicine (non-tenured).

Letter of interest including résumé should be sent to Dr. Donald A. Bosshir at the address listed below.

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Donald A. Bosshart, Ed. D. Chairman, Family Practice Search Committee Director of Medical Education Western Reserve Care System 45 Oak 1-HI Avenue Youngstown, Ohio 44501 Phone 1-800-824-5228, ext. 4460

ployer. Minorilles and women are encour-aged to apply. Biology Department, Albertson Colleged Idaho, Caldwell, Idaho 83605. Former The College of Idaho. Women and man-itles encouraged to apply.

Ecology: Animal Ecologist: Assistant or Associate Professor, tenure-track, to arreptate undergraduate and possible graduate environmental science programs ing. Send vita, transcripta, and threa letters of reference to Search Committee, Department of Biology, 700 University Drive, Aubum University at Montgomery, Montgomery, Alabama 36117. Closing darkor receipt of applications is February 17, 1992. AUM is an Equal Opportunity, Affirmative Action Employer.

Ecology/Zoology Ecologist/Zoologist One year period and the send of the se

The University of Tennessee at Martin

The University of Tennessee at Martin is one of four primary compuses of The University of Tennessee, It is located approximately 100 miles north of Memphis and 145 miles wost of Nashville. The campus has a combined graduate and undergraduate enrollment of 5,494. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a similar commit-

SCHOOL OF EDUCATION

CHAIRPERSON—Department of Physical Edu-coilon and Health. Candidatos must have an earned doctorate in an area related to pro-grams in the department. Successful tooching at the elementary/secondary level; potential for success in administration; strong interpersonal and communication skills; command of curricu-tum development processes; commitment to teacher education, sports management, and finess management; demonstration of and teacher education, sports management, and fitness management; demonstration of and commitment to scholarship and service. The Department has a faculty of ten who teach in physical education, health, sports management, and wellness, duties include administration of all academic programs, cooperative arrangements with Athletic Departments, student recruitment, one-half time teaching, supervision of Wellness Center staff, and accreditation activities. Tenure track Associate or creditation activities. Tenure track Associate or Professor level, twelve month position. Screen-ing of applicants will begin on March 2, 1992 and will continue until position is filled. Start date is July 1, 1992.

BULLETIN BOARD: Positions available

HEALTH EDUCATOR—Assistant/associate pro-fessor, tenure track. Doctorate in Hoalth Educa-tion or related area. K-12 and college teaching, strong interpersonal and communication skills, evidence of scholarly productivity, and cortifi-cation in CPR and First Add. Candidate must ection in CPR and First Aid. Candidate must have the ability to teach a variety of school and community health courses and physical education. Health education, promotion of wellness and scholarship are expected. Screening of applications will begin on March 2, 1992 and will continue until position is filled. Start date is August 1, 1992.

READING—Assistant/associate professor, tenure track. Doctorate in reading or related field. At least three years' K-12 teaching, preparation in content area reading, college level teaching, and evidence of scholarly productivity. Duties include leaching undergraduate and graduale courses in reading/literacy education, supervising field experiences/student teaching, advising, and coordinating the University's Developmental Reading Center. Review of applications will begin an February 19, 1992 and will continue until the position is filled. Starting continue until the position is filled. Starting date is August 1, 1992.

EDUCATIONAL ADMINISTRATION AND SU-PERVISION—Assistant/associate professor, tenure track. Doctorate in Educational Admin-istration, Tennessee Administrator or Supervi-sor Certificate or equivalent. Experience as su-perintendent, instructional supervisor, or prin-cipal. Teaching experience at the university level. Duties include teaching, advising, serv-ice to public schools, scholarly productivity, and supervision of practica. Review of applica-tions will begin an February 19, 1992 and will continue until the position is filled. Starting date is August 1, 1892.

Submit applications to: Dr. Gary S. Ruch, Dean, School of Education, The University of Tonnessee at Martin, 237 Gooch Hall, Martin, TN 38238. Condidates should include a letter of application, a current resumé, and three references. Please specify the position you are interested in filling.

SCHOOL OF BUSINESS ADMINISTRATION

ACCOUNTING—Assistant, associate/full pro-lessor, lenure track. Doutorato, certification and research experience proforred. Responsi-bilities of this position include teaching, re-search and outreach activities. Toaching re-sponsibilities include undergraduate and graduate classos. Research offerts are expect-ed to result in publications that advance knowl-edge and/or improve practices in accounting. Outreach activities include working with pri-vale and public organizations. vale and public organizations.

wate and public organizations.

MARKETING—Assistant/associato protessor tehms track. Doctorate in marketing with a publication record protessed. Responsibilities include teaching solucted marketing courses at the undergraduate and MBA levels; engaging in research with scholarly productivity; advising students; and participating in administration and governance activities of the school and the university. Applicants should be interested in effective, innevative teaching and curriculum development.

FINANCE—Assistant/associate professor—law

Finance—Assistant/associate proleaser—ten-we track. Doctorate in finance with a publica-tion record preferred. Responsibilities include teaching common body of knowledge courses in financial management and appropriate elec-tives; engaging in research and publications; student advising and general laculty duties such as committee work.

MANAGEMENT INFORMATION SYSTEMS-As-MANAGEMENT INFORMATION SYSTEMS—Assistant/associate professor—lenure track. Doctorate in information systems with excellent
credentials in business administration and a
publication record preferred. Responsibilities
include teaching undergraduate and MBA
courses; advising students; and participating
in administrative and governance activities of
the school and university. Applicants should be
interested in offective, innovative teaching and
anatomic property.

curriculum devolopment.

Appointment in the School of Business Administration above the rank of Assistant Professor requires appropriate experience and a record of research and publication in scholarly journals. Excolont and and written communication skills and an ability to relate effectively with all persons served by the university are required. Review of applications will begin February 19, 1992, and continue until the positions are filled. Starting date is August 1, 1992.

Submit applications to: Dr. Gary F. Young. Dean, School of Business Administration, The University of Tennesses at Martin. 162 Business Administration Building, Martin, Tonnesses 39238. Candidates should include a letter of application specifying position in which you are interested and a current résumé.

The University of Teonessee of Martin is an affirmative action, equal appointmity employer.

We are particularly interested in sectiving nominations of and applications from women and minority candidates.



Portland Community College is a multi-campus, comprehensive community college with three major campuses, two centers and a number of satellite locations. It offers educational opportunities in a district with a 1,500 square mile area, comprised of all or parts of five counties with nearly 820,000 residents. Annual conclinent exceeds 83,000 producing over 15,500 FTE. PCC enrolls more students than any other college in the state and is rone of the ten largest employers in the

Portland Community College invites applications for the following positions for the academic year 1902/93.

INSTRUCTOR ECONOMICS (Job #19): Master's degree in Economics with graduate course work in Mecro/Pilcro Economic Theory, Money and Banking required. Oraduate level course work in Economic Thought & History preferred. Some college level teaching experience using computer aided instruction (CAI) preferred.

INSTRUCTOR GERMAN (Job #20): Master's degree in German with Language and Literature emphasis required. If a native speaker, a master's degree in a reinted field (i.e. Linguistics, Literature) may be substituted. Prior teaching experience and ability anti/or travel in Germany preferred.

inSTRUCTOR SPEECH (Job #21): Master's degree in Speech required. Some college teaching experience preferred INSTRUCTOR ART (Job #22): Master's degree in Art with an emphasis on visual arts required.

INSTRUCTOR ECONOMICS & HISTORY (Job #23): Master's degree in Economics or History. Preparation in the non-degree area or the willingness to obtain graduate level preparation during the probationary period required.

INSTRUCTOR GEOGRAPHY (Job #24): Master's degree in Geography or a closely related discipline with 30 quarter hours in Geography required. The ability to teach a second Social Science discipline preferred.

INSTRUCTOR COMPOSITION/LITERATURE (Job #25) (5 positions): Mester's degree in English; or master of fine arts degree in Creative Writing or master's degree in Composition and Rhetoric required. A total of 29 upper division and graduate hours in literature courses is required with at least 9 of these hours at the graduate level. Some lower division collegists bearing a preference professor of the second control of t

INSTRUCTOR MATIEMATICS Lob #26) (5 positions): Master's degree in Mathematics or a master's degree in Mathematics Education with 30 quarter hours of mathematics at the graduate level required. Evidence of texching at community college developmental and/or college transier levels required.

INSTRUCTOR LEGAL ASSISTANT LOB #271: Juris Doctorate or equivalent plus two years' experience as a practicing attorney in general practice required. Active membership in the Oregon State Bar or other state bar membership required.

INSTRUCTOR CRIMINAL JUSTICE LIOD #28): Master's degree in Criminal Justice, Administration of Justice or equivalent required. The years' experience in state or local law enforcement required.

INSTRUCTOR BUSINESS TECHNOLOGY (Job #29): Master's degree in Business Education or Business Administration with a minimum of 30 graduate or undergraduate quarier bours in a combination of office skills and methods of leaching office skills required. Two years' business employment experience is an office environment and experience vising a variety of microcomputer hardware and software required.

INSTRUCTOR LANDSCAPE TECHNOLOGY (Job #50): Bachelor's degree in Horticulture/Landscape Architecture or related field with emphasis in landscape construction/dealgu and maintenance plus 5 years' work experience in landscape construction/dealgu and maintenance required. In lieu of a bachelor's degree an Associate's degree in Horticulture/Landscape with 5 years' teaching experience in the landscape field is acceptable.

INSTRUCTOR ANATION MAINTENANCE TECHNOLOGY (Job #31) (2 positions): An Airframe and Power Plant license and 5 years' experience as a licensed aircraft mechanic required. Hainlenance and/or leaching experience involving surbine engines, electrical/electronics, systems and trouble shooting preferred.

INSTRUCTOR WELDING (Job #32): Associate's degree in Vocational Education, Welding Technology or related field and welding certification with AWS required. Five years' experience as a full time welder required.

INSTRUCTOR DISSEL SERVICE INCHANICS (Job #33): 3light school diploma or equivalent and 5 years' experience as a dissel mechanic with current industry-level diesel skills required. The minimum of an AAS degree in Vocational Education with Diesel emphasis preferred.

INSTRUCTOR MACHINE TECHNOLOGY (Job #34) (2 positions): Associate's degree in manufacturing with emphasis in inachine technology and 5 years' machine technology experience beyond the learner/apprenticeship level required. INSTRUCTOR DENTAL ASSISTING PROGRAM (Job #35): AAS degree and graduation from an ADA accredited Dental Assisting Program with emphasis on dental radiology required, Oregon Board of Dentistry certification in dental radiology, CDA, and EPDA required. Pive years' general chairside dental assisting experience required. Pive years' general chairside dental assisting experience required.

INSTRUCTOR OPHTHALMIC MEDICAL TECHNICIAN PROGRAM (Job #36): Must be nationally certified as an Ophthabaic Medical Technician with 3 years of experience, Certification as an Ophthalmic Medical Technologist preferred. Instructor NEDICAL LABORATORY TECHNOLOGY (Job #37): A bathelor's degree and certification in Clinical baboratory Science/Nedical Technology by the National Certification Agency for Medical Laboratory Personnel or Board of Registry (ASCP) required. Three years' experience as a medical lab passalant required.

INSTRUCTOR BIOLOGY (Job #38): Haster's degree in Science with emphasis in blokogy, anatomy and physiology required. Coursework in microbiology, cell physiology and vertebrate zoology preferred. Two years' experience teaching general biology, anatomy and physiology on a full or part-time basis required.

INSTRUCTOR CHEMISTRY (Job #39): Master's degree Chemistry with emphasis in inorganic chemistry and blochemistry required. Two years' experience teaching general or advanced chemistry on a full or part-time bosis required. INSTRUCTOR PHYSICAL EDUCATION (Job #40) (2 positions): Musicr's degree in Physical Education or equivalent required. Must be able to teach a variety of courses including but not limited to weight training, volleyball, swimuning, equatics, aerobic fitness, soccer and other field sports.

INSTRUCTOR NURSING LIOB 441: Master's degree in Nursing with emphasis in Psychiatric or Medical/Surgicul masting and a current unencumbered Registered Nursing license with the ability to be licensed in Oregon required. Three years' recent experience in Psychiatric or Medical/Surgical nursing required. General Information

in addition to classroom instruction faculty members are required to conduct office hours for the purpose of assisting students, counseling, advising and other tasks related to instruction in accordance with the Paculty Federalkowitt. Agreement and college policy, Evening and Saturday classes may be assigned. All positions are subject to budget consideration and approval.

STARTING SALARY: \$25,500-\$27,500 plus excellent fringe benefit plan.

APPLICATION PROCEDURES: Obtain the required application packet by contacting

Staff Employment Fortland Community College P. O. Box 19600 Portland, OR 97210-0990 Phone (503) 273-2823

Please reference application packet requests by job name and job number. All application materials must be completed and returned to the Staff Employment office by 2:00 p.m. on Wednesday, February 26, 1992.

As an Affirmative Action, Equal Opportunity Institution, Portland Community College continues to promote staff diversity. Minorities, women and the physically challenged are encouraged to apply.

Lecturer/Clinical Professor in English Education

lence in undergraduate teaching and college teaching experience required, with work as T.A. acceptable for entry level spot and the second recommendation direct, three lenters of recommendation direct; from referos, terror, samples of achidary work.

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Economics: Trenton State Cullege, School of Business Two tenure track notliness at Trenton State College to begin September 1, 1992. (1) Associate of Full Professor to teach Public Recommics and History of Economic Thought or comparative ficonomics Systems along with mitoductory MarroyMacro economics. Applicant must Economics: The School of Business and Bossopics at the College of Charleston is present as the College of Charleston is opening at the Assistant or Associate level in the Academic Year 1992-91. The special area of teaching and research should be academic Year 1992-91. The special area of teaching and research should be accounted in Monetary Economics and Environmental Economics on an alternative of the special conditions of the special conditions of the special conditions of the special conditions include a special condition of the special conditions of the special conditions of the special conditions of the special conditions of the special condition is special condition of the special condition of the special condition is special condition of the special condition of the special condition is special condition in the special condition in the special condition in the special condition of the special condition in the special condition of the special condition in the special condition of the special condition in the spec

Brown University seeks an outstanding teacher and teacher educator to serve as Lecturer/Clinical Professor in English Education. The appointee must have at least a Master's degree; significant experience in high school teaching and in the supervision of student teachers; an ability to work closely and productively with school and university colleagues; deep knowledge of the subject, English' Language Arts; significant awareness of current issues in schooling and teacher education, and, experience in teaching in schools with diverse populations. Appointment begins June, 1992. Send a résumé, the names of three references and latter of intent to Jude Erickson. Box 1938. Brown University. ences, and letter of intent to Judy Erickson, Box 1938, Brown University, Providence, Rhode Island 02912. Deadline is February 14, 1992. Brown is an Equal Opportunity. Affirmative Action Employer.

applications to W.W. Abbot, The Papers of Core Washington, 594 Alderman Library, University of Virginia, Charlotterville, Virginia 22903.

Education: Tenure-track position, Pall, 1992, Ph.D. or A.B.D. with multiple teaching incensures and teaching experience at elementary and/or eccondary levels. Minorities cancouraged to apply. Indicate the majorities and credentials about the multiple teaching incensures and teaching experience at elementary and/or eccondary levels. Minorities and credentials about the mailed to Dr. Gerald D. Smith, Vice President and Dean of the College, Huntington College, Huntington, Indiana 46750. Equal Deportunity Emptoyer.

Education: Tenaro-track position beginning August, 1992. Ph.D. or Ed.D. praierred. A.B.D. considered. Three years teaching asperience in K-5. Responsibilities include supervision of elementary education field experiences and teaching of methods courses in language gray, accide studies, and early childhood. Candidates must have commitment to teaching in an undergradu-

Education: Tenure-track position teaching secondary social studies methods and supervising secondary education clinical experience. Preference to applicants with ability to teach courses in educational psychology and/or multituditual-nonsestial education. Williamers to engage in acholarly activities to ipclude collaborative research Education: Director of Professional Educa-tional Services. The Teachers College is seaking a dynamic, innovative and collabo-rative individual to provide lendership for

ate liberal arts setting. Send letter of leterest, résumé, graduate transcripte, three current references, and names, addresses, and phone numbers of three references to: Dr. Jim Smith, Chair, Department of Education. Mount Union College, Alliance. Obto 44601. Consideration will begin lanuary 31 and continue until position is filled. Education: Tenure-track position teaching secondary social studies methods and supervising secondary exheustion chincial experience. Preference to applicants with

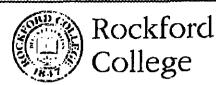
crotting and miniciants because evaluation. Services. The Teachers College is seating a dynamic, mnovative and collaborative research with local schools. Participation in a cassorium of three independent liberal arts college—Loras College, the University of Dubuque, and Clarke College—located in Evaluation of Dubuque, and Clarke College—located in Evaluation of Sarchise Couraswork. Requirements: Ph.D., Ed.D. or significant completion of garduste couraswork. Teaching experience in secondary school resecting, Starring data: August 29, 1992. Application doadline: open until filled. Send cover letter, resume, three letters of reference, graduate school transcripts, and a copy of teaching ilcense to: Gerald J. Koppes, Director of Human Resources, Loras College, Dubuque, towa 52004-0178. AAFEGE. Women and minorities encouraged to apply. Send tester of applications is filled. To apply, send includes teaching duties and or supervision of senting statementary methods, official policy in the college in the college in the college is seasonal in the college for an important unit in the college. Administration of student teachers, assignment of pre-tervives observations experiences, aministration of student teachers, assignment of pre-tervives observations experiences, aministration of student teachers, assignment of pre-tervives observations experiences, aministration of student teachers, assignment of pre-tervives observations experiences, aministration of student teachers, assignment of pre-tervives observations experiences, aministration of student teacher and seacher education administration of supervision of same resources of the Associate Dean and teacher assignment of pre-tervitor observations experiences, aministration of supervision of extenders, aministration of supervision of extenders, aministration of supervision of ex







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Rockford College, a private liberal arts college with 1,500 full and part-time students, is seeking applicants for tenure track positions in five academic departments to start in August 1992. A Phi Beta Kappa institution founded in 1847, Rockford College offers baccalaureate degrees in traditional liberal arts and professional programs.

The college also offers MBA and MAT degrees.

Rockford College is situated on a rolling, 130-acre wooded campus in the second-largest city in Illinois. Located roughly 75 miles from Chicago and Milwaukee, Rockford is a city of 140,000 with a wide variety of cultural activities, professional sports teams, and technological supports the second supports the college of the second supports.

Successful applicants will provide evidence of excellence in undergraduate teaching and advising and a commitment to liberal arts education. Teaching load is 12 hours a semester. Unless otherwise indicated, a doctorate is required. Rank and safary commensurate

Department of Education and Child Development. Two positions: 1) Elementary teacher education. Elementary school teaching experience and the ability to supervise elementary clinical experi-

ence are required.

2) Learning disabilities. Teaching experience in special education in

2) Learning disabilities. Feaching experience in special education in public schools is required. For both positions, the ability to teach at both undergraduate and adulte levels is required. Preference will be given to candidates with one or more of the following: experience in program development; grant-writing skills; bilingual education; research and publications; background in early childhood education. Contact Dr. Mahamad Butt. Challs. mood Butt, Chair,

Department of Mathematics. Position teaching a range of courses in mathematics, ability to teach courses in computer science is desirable. Contact Dr. John Schumaker, Chair.

Department of Computer Science. Qualified applicants must have at least a master's degree in computer science or MIS. Ability to teach upper-division courses in both theoretical CS and MIS is desirable. Contact Dr. Gerald Coton, Chair.

Department of Anthropology/Sociology. Position teaching a broad range of standard sociology courses with an emphasis in criminology or criminal justice. At least two years' full-time teaching experience required. Preference will be given to applicants with the course of internation of internation. experience in community relations or supervision of internships.

Contact Dr. Peter Tobias.

Department of Nursing. Medical surgical nursing faculty position. Qualifications include a master's degree in medical-surgical nursing and teaching experience; doctorate preferred. Rockford College offers an NLN-accredited BSN program with basic and degree-completion options. Contact Potricia Lewis, Chair.

Review of applications begins Jan. 31. Send letter of applica-tion, curriculum vitae, and three letters of reference to the appropriate contact person at:

Rockford College 5050 E. State St. Rockford, IL 61108-2393

Rockford College is an Equal Opportunity Employer. Applications from women and minorities are strongly encouraged.

THE HEALTHIEST CAREER **DECISION YOU CAN MAKE** IS TO JOIN OUR FACULTY

You have a Master of Science in Nursing. You want to teach in paradise. Come to flawait Los College.

Our environment isn't the only thing that's perfect. Just ask our faculty. We employ a participative model of management that makes every faculty member a critical link in the management tean. More than that, you will teach in a small global village where you will enjoy the benefits of multi-cultural students. For information about this unique opportunity, call today or send your resume. Paradise is closer than you think,

NURSING AND HEALTH CARE DEPARTMENT HAWAII LOA COLLEGE 45-045 KAMEHAMEHA LUGHWAY KANEOHL, HAWAH (96744) 1-808-233-3252

both public school and usiversity settings, Praference will be given to candidates with strengths in Math and Science Education. Responsibilities of the position include leaching graduate and understandante courses, supervising field experiences, and advising students. Submit a letter of inter-cit, complete vis, and the names of at least three reterences by February 1, 1992 to: Amostis M. Liesett, Department Chair, Department of Education, Trinity College of Vermont, 208 Colchester Ayante, Bur-lington, Vermont 05401. AA/EOE.

Interior, Vermont Ostil, AACOE.

Educatine: Two Positions Available: (1)
Coordinator of Secondary and Middle
Grades Programs, available immediately,
position to be filled no later than Avasusi
1992. Tenura track, rank and salary negotiable and competitive, Lead the development and implementation of new programs
including a Middle Grades Program at the
graduate level, and hater collaborative relational-lips with local school spencies; (2)
Coordinator of Special Education, available August 1992. Tenure track, rank and
salary negotiable and competitive. Continue the growth and development of fiscal
arts based programs for teachers of the
Mentally Handicapped, Learning Dizabled,
and Severoly and Profoundly Handi-

Educations Assistant Professor of Education. Trinity College of Vermont invites applications for a new full-time maked posttion in the area of secondary and stiddle
grades education beginning. August, 1992.
Thinity is known for its integration of traditional and non-stadinous fearners and its
thending of professious education and the
liberal arts. The College is focused in Burlington, the home of five colleges, a major
sections hospital, ISM, Dailtal and General Electric. Burlington is considered one of
America's most itseeble cities. Applicants
must have a doctorate in an appropriate
field and evidence of successful reaching in
both public school and usiversity settlings.

Perference will be eleven to exadidates with the
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festiment Abbey College has programs in
Pro-Kindergarien. Elementary (8-6) and
Special Education at Belmont Abbey College faculty, adspecial Education thikity. Dr. and excellent
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Dunleavy, Chairman, Department of Education, Belmont, North Carolina 28012. Belmont, Abbey College, Belmont, Abbey College, Belmont, Abbey College, Belmont, North Carolina 28012. Belmont, Abbey College, Indiana, Indiana,

fucation: Charleston Southern University invites applications for an Assistant Professor in Early Childbood/Elementary Education. Position available August 1, 1992. Candidates must have a Ph.D. or Ed.D. in Early Childbood/Elementary Education. A minimum of three years' public school teaching experience at the elementary school loved is required. Charleston Southern University is a private, liberal arts institution, milliated with the South Carolina Baptist Convestion, with over 2,400 students offering both understanding and graduate degrees in education. Applications from minority groups are encouraged. Review of applications will begin January 31, 1992 and continue usual the position is filted. Send joiter of application, résumé and references to: Dr. Patricia Bower, Department of Education, Charleston South-

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INDIANA UNIVERSITY

The School of Public and Environmental Affairs provides graduate and undergraduate degree programs, as well as research and professional or technical services on the Bloomington. Fort Wayne, inclinnapolis, Northwest (Gary), and South Bend Campuses of Indiana University. The School is now seeking a tenure track faculty position in ENVIRON-MERTAL POLICY for the 1992-93 academic year on the Bloomington Campus. The area of specialization is open but preference will be given to applicants with special competencies in environmental policy processes and implementation. International environmental policy, or law. A global or comparative perspective is desirable. Applicants should analopate teaching undergraduate and professional musicr's (Master of Public Affairs and Master of Science in Environmental Science) students. The School of Public and Environmental Affairs provides graduate and

ence) students.

The appropriate terminal degree is required and more senior applicants must have credentials consistent with the proposed rank at a major research university. School faculty members represent many academic disciplines, including both sciences and social sciences; this mixture facilitates the multidisciplinary research on complex public problems that the School encourages. Applicants must demonstrate a serious interest in applied research, an interest in professional service applications, and a commitment to high teaching standards.

Send application letters and curriculum vitae to the following address; please do not send letters of reference, research samples, or other materials until requested. The search will continue until a suitable candidate has been selected; applications received by February 20, 1992, will be assured full consideration.

John L. Mikeseli Associate Dean for Academic Affairs School of Public and Environmental Affairs Incliana University Bioomington, Indiana 47405 An Equal Opportunity. Affirmative Action Educator, Employer and Contractor, MF.

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·STETSON·

Ed. Administration. Assistant Professor, tenure track position. Responsibilities: teaching courses in ed. administration, supervision of administrative interns, and teaching in one or more of the following areas: special education, curriculum, and elementary education. Qualifications: earned rioctorate, evidence of successful public school teaching, and administrative experience. Must hold state certification as an administrator. Familiarity with Florida education.

Physical Education. Assistant Professor, tenure track, doctorate or ABD. Responsibilities include teaching in the professional preparation and physical education activity program. The candidate should have an interest in interdisciplinary programs within the physical education major program and in a traditional Liberal Arts education. Public school physical education experience, a strong preference for teaching, and the background to teach exercise physiology and related courses a priority for this position. Appointment begins September 1992.

Elementary Education. Assistant Professor entry level, tenure track, doctorate or ABD. Responsibilities include teaching methods of elementary education and special education, supervision of student interns. Individuals with public school teaching experience are encouraged to apply. Appointment begins September 1992.

Send letter of application, current résumé, transcripts, and three letters of reference to: Dr. Larry Rosen, Chair, Division of Education, Campus Box 8419, Stetson University, DeLand, FL 32720. Women and minorities are encouraged to apply. Deadline February 14, 1992. Equal Opportunity Employer.

UNIVERSITY OF NEVADA

University of Nevada, Reno announces a full-time tenure track appointment in exercise physiology. Assistant/Associate Professor level; Doctorate required. Experience in teaching and research in exercise physiology and other physical education courses; experience or knowledge of the development of an exercise science laboratory and wellness center; knowledge of grant writing process and/or securing resources; experience and interest in leading a research team. Must be a good communicator. A complete application must be received by March 1, 1992. Send résumé, lefter of interest and names of three references to Olena K. Plummer, Chair, Department of Recreation, Physical Education and Dance/274, University of Nevada, Reno, Nevada 89557. BEGINNING DATE OF SERVICE: July 1, 1992.

AA/EOE. UNR employs only U.S. citizens and aliens intofully authorized to work in the U.S.

education: Westminster Codese, New Wilnington, Pennsylvania 16172, telephone: 412-946-7181, Westminster Codese is an AA/EEO employer.

Education: Westminster Codese, New Wilnington, Pennsylvania 16172, Department of Education, Pennsylvania 16172, Department of Education, Pennsylvania 16172, Department of Education, Pennsylvania 16172, telephone: 412-946-7181, Westminster Codese is an AA/EEO employer.

Education: Westminster Codese is an AA/EEO employer.

Education: Clark University, Endowed Chair for Hint Conter for Urban Education, in language, culture, and schooling. In the pennsylvania 16172, telephone: 412-946-7181, Westminster in Codese in the Codese of St. Francis Invites and Street, Worcester. Massachesetts of the Indiowings: Condeditions of westmines of the Indiowings: Condeditions of the Indiowings in Jundanism and supervision of six dent teachers, Westminster in Codese in the Codese of St. Francis Invites application of the Indiowings in the Indiowings of the Indiowings in Street, Worcester. Massachesetts of Codese of St. Francis Invites application of the Indiowings in United in Street, Worcester. Massachesetts of Indiowings in Unidadition of St. Francis Invites application of St. Francis Invites application of St. Francis Invites application of Indiowings in St. Francis Invites application of Indiowings Indiowin

well as professional, pre-professional and career programs at both the understanding and career programs and the understanding and treating and understanding and treating and understanding and understanding and treating and understanding and understanding and understanding and understanding and treating and understanding and understanding and understanding and understanding and treating and understanding and unders

Education: Coordinator of Student Teaching and Field Experiences, tenure track, rank orea, begins August I, 1922, Courdinate and montay practicum atudents and student teachers. Teach in the areas of middle grades of accordary methods, Curritudent, Ed. If the Land student reachers. Teach in the areas of middle grades of accordary methods, Curritudent, Ed. If the Land student year, and technology productivity, three years 7-12 experience, middle grades or secondary generalist with a social studies / English education has keround NCATE knowledge desired. Bas helir's and master's degrees in early childhoud and middle grades education and secondary education study. NCATE accredited Berry College is a selective 1700-student college located near Rune, Georgia approximately midway between 170 miles) Atlanta and Chattanouga, Tennessee. Listieby U.S. News and World Engurt as one of the top colleges in the United States. Send curriculum viace, transactions, and three letters of recommendation by February 28, 1922 to: Dr. Frederick J. Abel, Head, Department of Education and Psychology, 5019 Berry College, Mount Berry, Georgia 30149-3019, EOE.

Education: Assistant Professor, fenure College, Mount Berry, S. Chang, Mount Berry, S. Chang, March D., 1992, and continue and heart Berry, Mount Berry, Monte College, Mount Berry, Mo

INCARNATE WORD COLLEGE

incamate Word College, a Catholic, co-educational institution of Uberal Arts and Professional Studies, anticipates various faculty positions againable beginning August, 1992. Founded in 1881 and located at the head waters of the San Antonio river. IWC is one of the fastest growing colleges in the Southwest with a current enrollment of 2600. The college emphasizes teaching and the integration of knowledge. A service and social justice orientation permeates the academic community. Women and minorities are encouraged to apply.

The following positions will be available pending final budget approval Accounting—(one year visiting appointment) to replace faculty member on leave of absence. Earned doctorate with field in accounting prefered, ABD's will be considered.

History—Assistant Professor tenure-track position. AOS: 20th Century U.S.; AOC: U.S. Mid/Far East Relations. Required to reach undergraduate survey courses in U.S. History and World Civilization; possible teaching is college core and graduate courses. Ph.D. and evidence of commitment to excellence in teaching required. Writing samples required. Nursing—Critical Care; MSN required; doctorate preferred; evidence of

Reading Education—Open rank depending upon qualifications. Earned doctorate with specialty in Reading Education; three years' secondary or elementary school teaching experience. Preference will be given to persons with college teaching experience and 18 graduate hours in elementary or secondary education, early childhood education or special education.

tion.

Spanish—Assistant Professor, tenure-track position. AOS: culture and divilization. Will teach four undergraduate courses in language, culture and civilization and assist in the development of teacher training program and multidisciplinary learning lab. Ph.D. in Spanish or in Foreign language Education with a concentration in Spanish and evidence of commitment to excellence in teaching required: experience in teacher preparation and learning technology preferred. Writing samples required.

Theatre Arts—Twelve month tenure-track position. To teach 3-semester acting sequence, 2-semester directing sequence, additional course in AOS, involvement in college core curriculum and direction of one or more plays a year. Opportunity to work with Resident Summer Theatre Company. MFA and evidence of teaching excellence minimum.

Psychology—One year appointment to replace faculty member on ab-

Psychology—One year appointment to replace faculty member on sub batical leave. Ph.D. and evidence of teaching excellence required. Send cover letter, curriculum vitae, unofficial transcripts for college and university work, three letters of reference, teaching evaluations and two self-addressed postcards to Executive Vice President, incamate WordCollege, 4301 Broadway, San Antonio, Texas 78209. Review of applications begins February 17 and continues until the positions are filled.

Incarnate Word College is an equal opportunity employer/AAP.

MOUNT SAINT MARY'S COLLEGE

Mount Saint Mary's College announces two faculty positions in Educa-tion. Positions are available in Fall, 1992. Salary is commensurate with experience. Send application and letters of reference to Dr. Judy Ra-moy Johnstone, Chair, Department of Education, Mount Saint Mary's College, Emmilsburg, MD 21727-7796. Review of applications will begin on January 25, 1992.

Degin on Jimilary 25, 1992.

Plount Saint Plary's is an independent Catholic, liberal arts college of 1800 undergraduate and graduate students. Its undergraduate program features a 61-hour, four-year core curiculum complemented by co-curricular and extracuricular programs designed to educate the whole student. The new graduate programs in education, along with recently infiliated partnership with the local school district complement a thriving undergraduate program in elementary and secondary education. The College's 1400 are campus is conveniently located within 90 militates of Washington, DC, Baltimore, MD, and Hardsburg, Pennsylvania.

Pennsylvation.

BDICATION: Math analor Science Methods, Dactorate required along with expectise in educational technologies. Teaching experience at the elementary school level also required. Position twolves sent courses per year in combined undergraduate/graduate program. Sudent advising and supervision of student teachers part of standard teachers.

EDUCATION: Assistant Professor to assist in coordinating new graduate program and existing partnership with local school district Position will involve reduction in standard tenching local and addition ate program and existing partnership with local school district. Position will involve reduction in standard teaching load and additional stipend for required summer teaching administrative work. Teaching areas should include two of the following: social shidles, language arts, assessment, educational research, or science.

MOUNT SAINT MARY'S COLLEGE SERKS A DIVERSE PACULTY AND STRONGY ENCOURT SAINT MARY'S COLLEGE SERKS A DIVERSE PACULTY AND STRONGY ENCOURT OF APPLY. THE COLLEGE DOES NOT DISCRIPTINATE ON THE BASIS OF SEX, AGE, RACE OR RATIONAL ORIGIN. MOUNT SAINT MARY'S COLLEGE HIRES ONLY U.S. CITIZENS AND LAWFULLY AUTHORIZED ALJEN WORKERS.

Nominations and applications are invited for the combined position of Head, Department of Curriculum and Instruction (CIED) and Associate Director of Teacher Education, College of Education, Oklahoma State University. Candidates must hold an enmed doctorate with an emphasis in one of the degree programs housed in the CIED Department at OSU (e.g., elementary education, secondary mathematics, English, social studies, science, and/or curriculum supervision). The Department offers degrees at the B.S., M.S., and Ed.D. levels in a variety of fields. The Associate Director of Teacher Education assists the Dean/Director of Teacher Education in malters related to the total Teacher Education Unit at OSU.

HEAD

DEPARTMENT OF CURRICULUM AND INSTRUCTION

ASSOCIATE DIRECTOR OF TEACHER EDUCATION

College of Education

Oklahoma State University

BULLETIN BOARD: Positions available

Candidates are required to have a demonstrated record of teaching experience and scholarly achievement. Preferred qualifications include interporagonal skills necessary for working with 25 ranked faculty and 20 FTE graduate assistants in teaching, research, and professional service. In addition, the department head must demonstrate (1) leadership in long, and short-range planning, (2) expertise in seeking external funding, (3) expertise in administration of college academic programs and in fiscal management, (4) leadership in the conceptualization and organization of the graduate and undergraduate programs in the department, (5) commitment to college priorities and goals, and (6) leadership required for the accreditation of the undergraduate and graduate programs in the department.

Specific duties of this position include the coordination and evaluation of faculty, staff, students, programs, and the appropriate scheduling of personnel, facilities, and classes. The continuing appointment is typically for fivelive months, at the rank of professor with tenure. Salary is competitive, and an excellent fringe benefit program including TIAA/

Oklahomo State University is a comprehensive University with a combined student enrollment of approximately 26,000. OSU is located in Stillwater, Oklahoma, within an hour's drive of Tulsa and Oklahomo City, and is readily accessible from other major population centers by interstate highway and air. Stillwater combines a small city environment with the cultural and educational advantages of a major land grant university, OSU's College of Education is committed to excellence in teaching, research, and service. The College's academic programs are haused in four academic departments and two schools.

Review of applications will begin February 15, 1992 and continue until the position is filled. A letter of application must be accompanied by a current vita, as well as the names, addresses, and phone numbers of thee references. Nominations and applications should be sent to: Dr. Kenneth L. King, Denn, CED Department Head Search Committee, 103 Gundemen Hall, College of Education, Oklahoma State University, Stillwater, OK 74078. Phone: (405) 744-6346, Fax: (405) 744-7713.

OSU IS AN AFFIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY.



MARKETING College of Business

The College of Business at Idaho State University is seeking applicants for one and possibly two tenure track positions as assistant/associate professor(s) of Marketing. Applicants should have an earned doctorate in Marketing. Those close to completion of such a doctora will be considered.

The Marketing Department, with 125 undergraduate majors, focuses on educating students for industrial sales and marketing positions. Leadorship in teaching, research, and program development in personal selling and sales management is preferred.

The department and the college have developed working re-lationships at an adjacent federal energy technology develop-ment laboratory. The college also houses one of 7 state-of-the-art computerized decision laboratories. Research and program development in technology marketing, strategic planning, and decision making temperatura. and decision making is encouraged.

The College of Business has 1,300 students in the undergradthe conege of Business has 1,380 statents in the undergrau-uate majors—accounting, computer information systems, fin-ance, management and marketing. Approximately 125 stu-dents are in the MBA program. The college has AACSB busi-ness administration accreditation at both the undergraduate and graduato levels.

ISU is a comprehensive university of approximately 10,000 students located in Pocatello, a community of 55,000 within a two and a half hour drive of Salt Lake City, Yellowstone and Grant Teton National Parks, and Sun Valley.

Screening of applicants will begin February 15, 1992. Application deadline is March 1, 1992. Interested persons should send a letter of application, resume, and list of references to: Dr. Ron LeBlanc, Chair, Marketing Department, College of Business, Campus Box 8020, Idaho State University, Pocatello, Idaho 83209.

ISU is an Affirmative Action, Equal Opportunity Employer

plications for a tenure-track position at the Asistam Professor level, bestoning Fall quarter 1992. For full consideration, candidates among the subset of the consideration and the position, a current vita, graduate transcript, and ask three references within their field to write to Dr. Dennit Thompson, An earned doctorate related to educational psychology or psychology is recipied. Flacking responsibilities include method in cognitive and fire-pan developmental psychology as well as courses in the content of the position of reserving the linear courses in the addidated will be expected to advise many and content of the profession of research to educational psychology. Evidence of a coming the psychology. Evidence of a coming the profession of research to education as the profession of research to receive the profession of research to receive the profession of research to research to receive the profession of researc

Design Department Head Carnegie Melion University Carnegie Mellon University, which pioneered design education more than 50 years ago, is focused

on redefining its design program We're looking for a person to head nur Department of Design, a department that grants degrees in Liath graphic and industrial design We need the right person, sameon with vision and energy who knows design, is committed to education, indorstands business, and nanages well

Please senri a current vitae to Daniel Boyarski Chair, Search Coininittee Department of Design, MM110 Carricipe Mellon Univo itisburgh, PA 15213-3890

Application deadline is Jan 31.'92 amorpe Mellon Unwersity is an affirmative action / equal opportunity employer

NATIONAL COLLEGE OF EDUCATION

NLU

National-Louis University

National-Louis University is a private, independent institution which has entered its second contury of scademic excellence. The institution serves students at three Chicago area compuses and at anadomic centers in McLean, Virginia; St. Louis, Missouri; Tampa, Florida; Milwaukee-Beloit, Wisconsin; Atlanta, Georgis; and Heidelborg; Germany.

National College of Education is dedicated to the preparation of exampling aducational professionals at the baccalaurests, master's and doctoral levels. The College employs over 110 full-time faculty. The College full maintains the Baker Domonstration School on the Evansion Campus, providing students and faculty with opportunities for observation and research.

These faculty positions (pending budget approval) are tenure track with rank negotiable.

Special Education Position #92105

Responsibilities: teach graduate level courses in learning disabilities, language disorders, educational and diagnostic assessment as well as participate in seminars, collaborative activities and student teaching supervision. Qualifications: an earned declorate in special aducation or a related field; previous teaching experience; a developing area of research.

Interdisciplinary Studies in Curriculum and Instruction Position #92102

Faculty position(s) available in innovative M.Ed. generalists programs for experienced K-12 school teachers. Field-hased faculty work closely with small infact groups of vetoren classroom practitioners offering progressive, integrated, two-year curriculum stressing teacher teflection, innovation and resourch. Qualifications: earned Ph.D. or Ed.D. in curriculum or related field.

Mathematics Education Position #92107

Responsibilities: teach and advise undergraduate and graduate students enrolled in mathematics aducation courses designed for elementary and middle school teachers; play an active role in program development, research and service. Qualifications: an earned decreated in mathematics education or a related field of study; successful teaching experience in public schools (gradus K-9); a strong background in methomatics: commitment to quality teaching, including an interest in preservice and inservice teachers; demonstrated excellence in research and other scholarly activities.

Educational Psychology Position #92103

Responsibilities: leach graduate courses in school psychology; work with Ed.S. and Ed.D. candidates; supervise practice and internships: direct student research; maintain on active research program; advise students. Qualifications: applicants must have a Ph.D. or Ed.D., school psychology certification and an astabilished research program.

Foundations and Research Position #92104

Responsibilities: teach master's and doctoral level courses in educational foundations; develop and sustain a program of research and publications; advise students; play an active role in program development and university governance. Qualifications: an earned doctorate in educational foundations; a record of research and publication; public or private school (K-12) teaching experience; domonstrated record of successful teaching at the graduate level; experience advising master's and doctoral level students and directing both theses and dissertations.

Foundations and Research Position #92110

Responsibilities: teaching master's and doctors! courses in quantitative research; advising students at the thesis and dissertation levels; consulting with students and faculty on research projects; development of a research and publication program. Qualifications; doctorate in aductational research or related areas; familiality with computer statistical packages (SAS and SPSS); expertise in multivariate and nonparametric statistical methods; experience in school-based research; a record of funded research and/or publications. Desirable: knowledge of item response theory; a record of successful college teaching.

Educational Leadership Position #02108 Responsibilities: teach courses in the areas of educational planning, policy, management strategies, curriculum evaluation, steff development and instructional supervision at multiple sites in the Chicagoland area; declaral dissertation advising; student advising, Qualifications: Ed.D. or Ph.D. in educational administration or a related field; public school administrative experience.

Educational Leadership Position #92108

Responsibilities: teach courses in finance, law and negotiations at multiple sites in the Chicagoland area; student advising; essist on doctoral committees. Qualifications: Ed.D. or Ph.D. in educational administration or a related field; public school administrative experience.

Educational Loadership Position #92109

Responsibilities: teach courses in staff development, instructional supervision, school community relations, staff evaluation and policy implementation at multiple sites in the Chicagoland area; student advising; assist on declaral committees. Qualifications: Ed.D. or Ph.D. in aducational administration or a related field; public school administrative experience.

The deadline for applications is open, therefore, condidates are encouraged to apply as soon as possible. (Please note that serned declarates must be completed by September 1992.) The expected starting date for each position is September 1992.

interested condidates should send a letter of interest, current vita, and the names and addresses of three references to: Office of Faculty Services, National-Louis University, 2840 Sheridan Road, Evanstan, Illinois

National-Louis University is an Affirmative Action, Equal Opportunity Employer

Incarnate Word College

AMY FREEMAN LEE CHAIR IN **HUMANITIES AND FINE ARTS**

Applications and nominations are invited concerning distinguished teachers for appointments to the Amy Freeman Lee Chair. This will be the first appointment to the chair. The intent is a 1-semester appointment, but this is negotiable.

The duties of this position will be teaching undergraduate students, planned contract with faculty for faculty development, and delivering public lectures, performances, etc. Arrangements are flexible.

Applicants are expected to be accompilated in their own fields and expert teachers who can spark the community to lively thought and discussion both in and out of the classroom. In accordance with the life and spirit of Amy Freeman Lee, preferences will be given to applicants with proven dedication to the liberal arts, and with interests in interdisciplinary and multi-cultural studies.

Nominations should include a bio and names of references. For applications, send complete curriculum vitae and references to Donna Aronson, Incamate Word College, 4301 Broadway, San Antonio, Texas 78209-6397. Review of submissions will commence on February 15, 1992 and continue until the position has been filled.

graduate and graduate levels, research and publication, and service to the college, community, and pervice to the college, community, and profession. The College of Charleston is a siste supported Liberal Arte untilution with an enrollment of approximately 8,500 anadens. It offers undergraduate and graduate (Matter's) teacher education programs in the areas of early childhood, elementary, eccopdary, and special education. To apply submit a letter displication, curriculum vites, college transcripts, and placement papers to Dr. Rob-

ort Fowler, Department of Educational Foundations and Specializations, College of Charleston, 66 George Street, Charleston, South Caroline 2944. The deadline for applications is March 1, 1992. The College of Charleston is an equal employment opportunity, affirmative action amployer. boundry and beadership: Saint Mary Manda-len School is seeking a principal adminis-trator for 1992-1993. Suburban Orlando ares school has 623 students in K-8 grades. Seeking mature candidates who are prac-

(202) 466-1050 **Bulletin Board**

STOCKTON STATE COLLEGE

BUSINESS STUDIES (ACCOUNTING/FiNANCE), Assistant Professor (\$30,312-\$34,860), Instructor (\$24,937-\$28,676). To teach undergraduate courses in Accounting/Finance. Ph.D. in Accounting or Finance or Master's with appropriate certification, such as CPA, required. Teaching experience destrable. Salary may be higher depending on qualifications, experience and increases in the New Jersey Higher Education Compensation Plan. Screening will begin February 15, 1992. Sand résumé and 3 references to Dr. James Ltu, Dean of Professional Studies, Stockton State College, AA23, Pomona, New Jersey 08240. Stockton is an AA/EOE, women and minorities are encouraged to apply. R202132

ticing Catholics, with prior administrative experience in Catholic schools, possess a Master's degree in Beneational Leadership or related field and age cartified in Adminishor Peck, Ph. D., Sepret Committee Chair, Deor related held and are certified in Administration and Supervision. Salary commensurate with experience and qualifications. Replies and resumest should be sent to Mrs. Marty Heetin, of Salat Mary Magdalen Church, 861 Mailland Avenue, Altamonte Springs, Florids 3270 by February 29, 1992. The Diocese of Orlando is an Equal Opportunity Employer.

Opportunity Employer.

Educational Measurement/Research: Assistant professor with research orientation in teacher education, and estrued doctorate in educational psychology, educational measurement, tracher education or closely related area; and public achood teaching experience with strengths in measurement, evaluation and quantitative methods. Responsibilities include teaching suddents enrolled in graduate teacher education yearname, as well as teaching on understandation of the course in measurement and/or statistics. The Department is particularly inserested in appairing an individual who will enhance our efforts to address ethnic and cultured diversity issues, as well as cour efforts to build collaborative relationships with public school aspecies. All qualified individuals are encouraged to apply. Full time, tenure track appointment starting Ausurt 16, 1992. Review of applications will begin February 1, 1992. Ne applications

pariment of Educational and Counseling Psychology, Washington State University Vancouver, E. 1812 McLoughlin Boulsvard, Vancouver, Washington 9863, WSU is an A AVEEO educator and employer. Protected group members are encouraged to apply.

apply.

Educational Psychology: Educational Psychology/Learning and Development. Assistant professor, tenure track polition begins Fall, 1992. Must have earned doctorate in educational psychology or psychology and record of research and publication success. Preferred area of interest in Metivation, but outstanding candidates in other areas will be considered. Responsibilities include undergraduate and graduate level tudents, advising graduate level students, and maintaining a research program Send inquiry and credentials including via, respirits of selected publications, and three letters of recommendation to: Professor Roberts Corrigan, Chair, Learning and Development Search and Screen Committee, Department of Educational Psychology, University of Wisconsin-Milwaukee, P. O. Box, 413, Milwaukee, Wisconsin S3201; FAX (414) 229-4666. Deading: April 1, 1992. Women and minorities are encouraged to apply. AA/EGE.







ON THE

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FACULTY POSITIONS SCHOOL OF ARTS & SCIENCES

Eastern Montana Callego's School of Arts and Sciences is seeking a number of innovative and creative faculty for openings throughout the School commencing with the Full 1992 Semester. Sulary contingent upon tent and experience with the terms of the collective bargaining agreement. Appropriate terminal degree required for tenture track positions.

Tastern Meintains College is comprised of the Schools of Arts and Sciences, Education and Fluman Services, and Business and Economics. With an enrollment of 3.500 students, it is the third largest that of the Montana University System. The College is located on a 90-acre compust in an allinative residential area not downlown Billings, the largest city in the State with a metropolitan population of 80,000. Billings is the commercial and health-fore conter of the region and is located in the beautiful Yellowstone Valley with any acres to Montana's rich and seenic recreational resources which offer a comfortable bland of urban advantages and zural relocation.

COMMUNICATION ARTS—Search #92.7 Instructor/Assistant Professor (fixed term) to touch general education courses in interpresental Communication and Public Speaking. M.A. in Communication recounted.

ECHAICY/ZOOLAGY—Searth #92-8
Assistant/Associate Professor (tunurs track) to teach introductory and advanced crology and zaology and introductory filology, and to establish an unriograduate assarts program in ecology. Ph.D. in appropriate area with related econdary expertite (cology midra zoology professed) and a commitment to undergraduate science ordered and accountment to undergraduate science ordered to the cologiant of the

Avistant/Associate Professor (neuro-track) to teach 1992-0
Avistant/Associate Professor (neuro-track) to teach ungres in Methods of Toachbug
Music (K-12), Furnitations of Music, World Music Chitures, and Applied Music
instruction in Jule and/or voice. Appropriate declarate and public school teaching

Assistant Professor (namer-track) to least to Courses in Social Issues of the Native American, Introduction to Native American Studies, The Indion and the Law, and Indian Identity and Awareness, P.B. In apparent field professed, demonstrated but kground and Indiessic relating both to the Northern Plahas Rocky Mountain region and the national Native American context, and experience with education and community-based programs involving Indians and non-indians expected.

SPANISH—Search #92-11

Assistant Professor (tenure-track) to teach oil levels of undergreducity Spanish tonguage, and to supervise student tonchers. Ph.D. in Spanish and native or near native community-based programs are communed of Spanish required and ability to teach oil each of Spanish and native or near native command of Spanish required and ability to teach oil encountry Frencia and/or German desirable.

Candidates must submit latter of application, curriculum vitae, three (3) reference laters, copies of transcripts to Chair, Search # . Human Rossurces/EEO-AA Office, Factor Montane College, 1500 North 30th Street, Billings, MT 59101-0288; (406) 857-2278.

For a detailed vacuacy announcement describing position description, qualifica-tions required, and application procedures, please contact the Human Resources/ EEO-AA Office at the address above. Applications received by the decoding date of February 14, 1982 will be given professure reviews however, applications will be accepted until positions are filled. Eastern Moniana Collego is an Equal Opportunity, Afternative Action Employer. Qualified Women and Minorities are encouraged to apply.

Chair, Graduate School of Business

Dallas Baptist University is seeking a qualified candidate for the position of Chair of the Graduate School of Business. Qualifications include an MBA and doctorate in a related field of study, with a minimum of 5 years leaching experience preferred. Preference will be given to active, Southern Baptist church members.

Dallas Baptist University is a private, Southern Baptist-affiliated liberal arts university with approximately 2600 students, 50% of which are business majors. DBU's primary mission is the integration of faith and learning through quality education.

Send resumé to: Larry Linamen, Dean, College of Business, Dallas Baptist University, 7777 West Kiest Bivd., Dallas, Texas 75211-9800. Dallas Baptist University

Educational Psychology/Measurement: Educational and Psychological Measurement. Assistant professor, feature track position begins Fall, 1992. Must have earned doctorate in educational psychology, measurement, psychology or related field with enphasis in classroom measurement. Background in classical and contemporary measurement theory and practice with specialization in attenually approaches to assistant and approaches to assistant and approaches to assistant and approaches to assistant and approaches and disapostic functions of classroom assessment in preferred. Responsibilities include undergraduate and aradrate level teaching, maintaining research, and consulting with faculty and sudents on measurement issues. Workfrescarch opportunities available in professional development schools. Send letter of application, curriculum vitae, reprints of selected publications, and three letters of recommendation to: Dr. Ken Wodtle, Clasfr, Search Conmistee—Measurement Populon, Department of Educational Psychology, University of Wiscontin-Mitwaukee, P. O. Box 413, Milwaskee, Wisconsin S3201. Deadline: April 1, 1992. Women and minorities are encouraged to aprily. AA/ROE.

Educational Research: Assistant professor, ignure track, beginning August 20, 1992. Salary: competitive, dependent upon quali-fications and experience. Requirements: doctorate in Educational Research or relat-ed discriptine encompassing brood method-obateal foundations of educational re-search, including strong preparation in re-search design and date analysis with addi-tional specialization in one of the following preferred: (a) qualitative, applied, or ac-tion-research; (b) applied measurement and studings or (c) instructional design/instruc-tional technology. Candidates are expected to have a demonstrated record of (pe strong potential for) successful teaching and scholarly research allows with a perfence in (or sirong preparation for) conducting and expected applications of theory to solve orga-dizational/optractional processing in K-12

copy of graduate transcripts, three letters of recommendation, and three reprints to: Search Committee—FRIT, School of Education, Bast Carolina University, Greenville, North Carolina 27838-4353. Review of Applications begins February 15, 1992 of themporary a with specifies to an experimental and will continue until nosition is filled. An Equal Opportunity, Affirmative Action tha Immigration Reform and Control Act.

Education and Governance: Hervard University. The John F. Kennedy School of Governance invites applications for the position of sasistant or associate professor in the field of education and sovernance. Ceadilates should have a strong Ph.D. record, a commitment to research, and strong traching skills. We seek to appoint someone whose research focuses on the internation between school institutions of the primary and secondary levels and the environment in which those institutions function. We are most interested in somebody whose work involves the organization of educational institutions and the sovernance of those institutions, but we will consider also those institutions and the povernance of those institutions, but we will consider also candidates whose research focuses on rubic policies, researchs primary and secondary education. Submit application, including ctarticulum vitus and first of references and publications to Professor Seven Kelman, John F. Kenpedy School of Ogvernment, Harvard University, 79 IPK Street, Cambridge, Massachusetts 62138, Harvard University is an Affirmative Action, Equal Opportunity Employer.

Education/Dean: Doan of the College of Education, an administrative position with tracking responsibilities and serve as teacher certification officer. Questifications: Ph.D. or equivalent in tituesation, tenching experience in a school setting as well as in titaler education, administrative certification. Administrative experience in a school or school district preferred. Commitment to Luttieran education and values construct to the Luthers Church are required. Women and misorities are ancourated to apply. Beyond Church are required. Women and misorities are ancourated to apply. Beyond Church are required. The construction of the Church of the Church of the Committee of the Church of the Chur



Newberry College, a private Lutheran Church related college in South Carolina, offers the following positions:

MATHEMATICS

A tenure-track position in mathematics beginning August, 1992. Rank determined by training, experience, and responsibilities. Position replaces retiring Department Chair. Doctorate required. Public school teaching required. Twelve-hour teaching load each semester. Committee service and academic advising expected. Review of applications begins February 10. Applications accepted until position is filled.

RELIGION

A tenure-track position in religion beginning August, 1992 at the rank of Assistant Professor. Broad interests and background helpful in a small department. Specialization desired in theology, church history, and world religions. Doctorate required. Lutheran candidates preferred. Twelve-hour teaching load each semester includes required one-semester freshman-level Bible survey; sophomore-level course, "Christian Faith and Life"; and upper-level courses in areas of specialization. Committee service and academic advising expected. Review of applications begins February 3. Applications accepted until position is filled.

Send résumé, graduate transcripts, and names of three current references to Dr. John L. Setzler, Dean of the College, Newberry College, Newberry, SC 29108.

Newberry College is an AA/EO employer.

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LOUISIANA STATE UNIVERSITY AT ALEXANDRIA

Position expected to be filled August, 15, 1992

Assistant Professor, or Instructor, of Computer Science.
Minimum requirements: M.S. with 18 graduate hours in Computer Science.

Send résumé, transcript, and three recent letters of reference to:

Dr. Michael Collins Division of Business Administration LSU at Alexandria 8 100 Highway 71 South Alexandria, LA 71302-9633

Salary regionally competitive, commensurate with educational back-ground and experience. Review of applications for the position will begin on February 15, 1992, and will continue until position is filled. LSU Alexan-dria is an Affirmative Action, Equal Opportunity Employer.

DEPARTMENT OF MATHEMATICS COLORADO STATE UNIVERSITY Fort Collins, Colorado 80523

JUNIOR FACULTY MEMBER: Specialization in applied mathematics (an interest in computation and visualization preferred), discrete mathematics, or applied analysis; a commitment to teaching and potential for excelence in research required. Salary is commensurate with qualifications. The successful applicant will be expected to conduct a vigorous program of research; teach an average of 6 contact hours per semester, direct graduate students, and share in the development of courses and degree programs. Sand résumé and three letters of recommendation to R. E. Galnes, Head, Department of Mathematics, Colorado State Liniversity, Fort Collins, CO 80523. Deadlines March 1, 1992. Colorado State University is an EEO/AA employer. E.O. Office; 2! Spruce Hall.

Education/Developmental Psychology: The Department of Educational Poundations, Georgia State University, invites applications for a non-tenure track position at the Bothell campus (15 miles northeast of Seattle) and three at the Tacoma campus. Assistant Professor level, beginning Fall quarter 1952. An earned doctorate related to educational psychology or psychology is required. Salary is commensurate with asteries and implement an impossible of Education program and will also teach in an interdisciplinary Chipral Arts program for upper-division undergraduates. The candidates about a psychology, and behavior modification, and the same amount of the College of Education in the control of the following areas: (1) Multicultural supports and or program for upper-division. The Educational Foundations department is part of the College of Education and expertise in one or more of the following areas: (1) Multicultural support of the College of Education and experiment is part of the College of Education and campus and control of the College of Education and campus and control of the College of Education and campus and control of the College of Education and campus an

related to multi-chuic and multicultural school estinas and/or educational policy to improve multicultural education. 24 The department is part of the College of Education at Georgia State University located in downtown Atlanta, Georgia, The department contains sections and the Community. Research and downtown Atlanta, Georgia, The department of the contains according to the contains sections specializing in social foundations, educational psychology, and educational, educational psychology, and educational psychology which serve other department in colory of the family and community species in education. (3) Integrated Curricultural actions of the policy of the family and community species in education. (3) Integrated Curricultural actions of papilications and three riches and the family and community species in education. (3) Integrated Curricultural actions of papilications and three riches and the family and community species. (3) The Child and the Learning Process. 3) The Child and the Learning Process. (3) The Child and the Learning Process. (4) The Child and the Learning Process. (5) The Child and the Learning Process. (6) The Child and the Learning Process. (7) The Child and the Learning Process. (8) The Child and the

AICHIGAN STAT NIVERSIT

MAKE THE MOVE

Come & join us! The MSU College of Nursing is ON THE MOVE! A the undergraduate level, we offer a BSN with an off-campus completion track for RNs. At the graduate level, our MSN program has a primary care emphasis, with tracks in Gerontological & Family Nursing. Additional MSN tracks and a doctoral program are being explored.

We are currently seeking faculty with an earned doctorate for: Adult Health Nursing (2 positions) Child Health Nursing (2 positions)

Community Health Nursing Gerontological Clinical Nurse Specialist/Nurse Practitioner Director, Instructional Design & Learning Technology

Salary and academic rank is commensurate with experience and education. We are particularly interested in minority candidates.

Applications and nominations should be submitted by April 1; late submissions may be considered if a suitable candidate is not Identified by the deadline. Correspondence and curriculum vitae should be sent to:

Kathleen C. Bond, RN, EdD., Dean and Professor College of Nursing, A-230 Life Sciences Building Michigan State University East Lansing, Michigan 48824-1317

Michigan State University is an Affirmative Action, Equal Opportunity institution



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the College of Education is announced for academic year 1992-93 effective August 17, 1992.

Dept. of Curriculum and Instruction (Assistant Professor)
Requirements: Earned doctorate with emphases in elementary education and
social/multi-cultural foundations. Three years' tear-hing in elementarymiddle
schools. College teaching and publications desirable. Responsibilities: Teach
courses in social/multi-cultural and elementary education, supervise field experiences, and conduct and disseminate research in specialty. Deadline: February 1, 1992. Submit materials to: Dr. Robert Alley

Completed applications include: 1) letter of interest which clearly establishes applicant's qualifications, 2) current curriculum vitae, 3) names, addresses and telephone numbers of three references. Applications from women and persons from minority groups are strongly encouraged. College of Education, Campus Box 28 The Wichita State University Wichita, Kansas 67208-1595

WSU is an Affirmative Action, Equal Opportunity Employer

be competitive, and commonsurate with qualifications and experience. Application Procedures: To apply, send a complete curriculum vitae, four letters of recommendation, evidence of teaching effectiveness, and a sample outline or syllabus of a suggested course for Education. Please also include a statement commitment to multicultural education, interest and experience in interdisciplinary studies, and teaching sphilosophy. Applications will be accepted until all positions are filled, but submission prior to January 31 is advised to assure review. Send applications to: Dr. Theodore Keltsounia, Chair of the Search Committee, Education, Branch Campuses, JC-07, University of Washington, Seartie, WA 98195. Preference will be given to applicants who can serve well in an increasingly diverse University community. We are building a multicultural work force and strongly encourage racial/ethalc misorities and disabled persons to apply. The University of Washington is an Equal Opportunity, Affirmative Action Employeer.

Flectrical/Computer Engineering: Electrical and Congauer Engineering, Research Specialist. The position requires system administration of UNIX systems and network administration of UNIX systems and network administration of Interconnected Maciniosh units. It involves the design, development, and implementation of tate-of-the-ari image processing and graphics software and the medicinance and enhancement of existing systems to meet the current/projected needs. In addition, it involves the system programming and incibilities management of SCI and IBM AT work stations and the provision of software support to 70-tuers of BRAIN software at the Dumas system, Design and implement user friendly amphical interfaces and domain-specific enguages and design device drivers and software portable across various environments and inface processors. Position requires as MS in Computer Engineering and 2 years' experience in teaching or research in interesting synthesis and image processors. Familiarity with autoradiography system, processing of UNIX computers, biomedicine and bloomedical imaging also required. Salary is \$25,000 plus comprehensive employee benefits. Send resums or curriculum vitus to: Philadelphia Job Bank, 444 North 3rd Street. 3rd Floor, Philadel-

Electrical Engineering Technology: The University of North Carolina at Charlotte acets to fill a tenure track faculty position in the Department of Engineering Technology beginning August 1992. The Department of Engineering Technology. The position requires: expertite to two or more of the following areas: micrelectromics, digital logic, microprocessors, inear circuits, electronic devices and circuits, or control theory. Also required: a Maşter'i degree in Engineering, Busineering Technology, or related field; and five or more years' experience in the electronics industry. High priority will be given to applicant who additionally have: P.E. resistanton, prior teaching experience in an accredited 4-year Engineering Technology program; and/or a record of recent scholarly activities including funded research. Rank and salary commensurate with qualifications. Applications will be accepted until possible is filled. Send applications, with detailed is filled. Send applications, with detailed returne, and names and addresses of si lassi five references to: Edwin R. Bram. Chairman, Department of Engineeties Technology, University of North Carolina at Charlotte, Charlotte, North Carolina 2823. UNC-Charlotte is an Equal Opportunity, Affirmative Action Employer.

tunity, Affirmative Action Employer.

Elementary Education: Assistant Professor.
The Department of Elementary and Bard.
Childhood Education at the Collage of Charleston is seeking applicants for one tenure track position in Elementary Education at the level of Assistant Professor to begin August, 1992. Qualification include a doctorate in Elementary Education, Curriculum and Instruction or related field and reculum and Instruction or related field and three years of public school teaching experience in grades K through 8. Priority mile seignce and/or mathematics. The position involves teaching elementary education involves teaching elementary education courses at the undergraduate and graduate levels, supervision of student leaf-test, respects and publication, and service to the college, community, and profession Candidates seeking a position must be serialing to teach both day and evening teach to the college of Circipation is a state supported liberal arts institution with an environment of approximately 8,500 students. R.

The College of Criminal Justice **FACULTY POSITIONS**

SAM HOUSTON STATE UNIVERSITY

The College of Criminal Justice, Sam Houston State University, invites applications for two full-time tenure track Assistant Professor positions for the 1992-1993 academic year. The area of specialization is open and ealary is competitive.

open and salary is competitive.

Qualifications: Candidates should have an earned doctorate in Criminal Justice, Criminology, Political Science, Psychology, Public Administration, Sociology, or related social science discipline. Advanced assistant professors and exceptional ABD candidates with solid analytical skills, strong research and teaching potential or experience, and the potential or record of funded research.

teaching potential or experience, and the potential or record of funded research.

The College has 24 full-time faculty and offers programs of study leading to the undergraduate, mester's and doctoral degrees in criminal justice. The College currently has an enrollment of 1,000 undergraduate students, 90 master's students, and 30 doctoral students. More than 100 Ph.D. students have graduated since 1970 and have assumed positions of leadership in academic and professional practice. Applicants will be expected to contribute to all levels of the instructional program. The College has a strong resource base including a full range of micro and main frame computer services to support faculty research, established contacts with government agencies, and a distinguished lecture and scholar-in-residence series. The University Library collection houses 1.4 million bound volumes, more than 3,500 periodical titles, and includes the collected papers of Sanford Bates, James Bennett, Austin MacCormick, and George Beto.

George Batto.

Sam Houston State University, with 96 undergraduate, 79 graduate, and one doctoral program, is the 10th largest state-assisted institution of higher education in Texas. Approximately 13,000 students and 450 full- and part-time faculty enjoy the advantages of picturesque Huntaville. Texas trated as one of the best small cities in America), in close proximity to the major research libraries of the University of Houston. Rice University, and Texas A&M University.

The Search Committee will begin acreening applications on November 1, 1991, and the position will remain open until filled. Women and members of minority groups are especially encouraged to apply. Send e latter of application, vita, sample of recent written work, and the names, addresses and telephone numbers of at least three references to:

Professor James W. Marquart, Chair Search Committee
College of Criminal Justice
Sam Houston State University
Huntsville, TX 77341
(409) 294-1657

BULLETIN BOARD: Positions available



Sam Houston State University is an equal opportunity,

TRENTON STATE COLLEGE



TENURE-TRACK FACULTY POSITION PHYSICS DEPARTMENT

The Physics Department of Tren- 1 atephysics courses and to establish ton State College in suburban Trenton, New Jersey invites applications for 2 tenure track positions at the level of assistant professor to begin in September 1992. A Ph.D. in physics is required. Preference will be given to experimentalists in contents of the professor and the stabilists and the professor and the pro phone numbers of at least three references to: Dr. Paul Hiack, Chairtesterences to: Dr. Paul Hiack, Chairdensed matter or optics. Applicants should be interested in teaching and contributing to all aspects of an undergraduate program. We are steking a candidate with potential to attract new students to the department. The appointee is expected to teach a full range of undergraduate or attract new students are considered as a contribution of the department. The appointee is expected to teach a full range of undergraduate.

The Monmouth College of Illinois announces:

The Dorothy A. Donald Chair in Romance Language & Literature

For 1992-93, tenure track, rank and salary open. Primary language must be French, secondary strength in Spanish desirable. Strong communicant to liberal arts essential. Candidate expected to contribute to general education program, francophone culture and/or literature in translation. Teaching load 21-24 sem. hrs/year. Send letter of application, c.v. and three letters of reference to Dr. William B. Julian, Dean of the College, Monnouth College, Monnouth, Illinois 61462. Closing date March 20, 1992.

offers undergraduate and graduate (Manter's) teacher education programs in the areast of early childhood, elementary, secsubmit a lotter of application, curriculum
pages (including three letters of reference)
is Dr. Marina Nabora, School of Educaison, College of Charleston, A. Gravan

Control of College of Charleston, too, Cohese of Charleston. 66 George Street, Charleston, South Caroline 29424. The deadline for application is March 1, 1992. The Codese of Charleston is an equal consequent opportunity, affirmative ac-

tementary Iducation: Assistant Professor. Impresent apraison beginning September, 1932 (position in the budget approval). Start we solute it. Earned doctorate in riements resolute. Earned doctorate in riements resoluted a terripation and instruction or resided acturization of instruction or resided acturization of instruction or resided and approximation of three jears' teachs see in the chemitary school (id. of required indexes in research and with of required indexes in research and within for publication. Responsibilities include teaching the depression contains a course in math, aclence, and noted indexes curriculum and instruction; made in the course in math, aclence, and indexes curriculum and instruction; made in the course in math, aclence, and indexes curriculum and instruction; field supervision, academic adversary of applications will bearn February 1, 1992, and resume, three letters of recommendation, franctions will bearn February 1, 1992, and resume, three letters of recommendation, franctions in the letters of recommendation. If and the course is the letters of recommendation, franctions of Emmendation and Residue, Stage University College, at Bealton, 1300 Elemented Avenue.

Elementary Education: Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses with undergraduate and graduate course, with emphasis in elementary school methods. Also required are student advisement and participation in division planning activities. Dictorate in Flementary Education, public achool teaching experience, buckground in curriculum developmentimitirulustical design, and solul student advisement experience are required Send application to Dr. Kenneth C. Conroy, Academic Dean, Oumey College, 1800 College, Quincy Illinois 62301. Deadline January 31, 1992 EOE.

Elementary Education: Asylstant Professor. Temme-track position beautime September 1, 1992. Salary resoliable Earned dictorate in curriculum and instruction with expertise in instructional applications and computers in elementary science, math, or social studies. Mandrum of three years teaching in the elementary school (K-6) required. Interest in research and writing for publication Responsibilities include teaching undergraduate courses in math. Science, and social studies curriculum and instruction; asylst faculty with the use of computers in elementary education and seacher education; teach graduate courses in areas of expertise, field supervisings; sca-

LEWIS UNIVERSITY

Director of Personal Support Services

Ten-month appointment to be-gin Spring, 1982, with collater-al adjunct laculty appointment in Psychology Department. Re-porting to the Director of Uni-versity Ministry with responsi-bility to organize, coordinate and provide counseling, sup-port and referral services.

port and referral services.

Qualifications: Ph.D. in counsoling/clinical psychology desired; ABD or terminal master's considered, based on experience and skills. Experience in delivering services to college students required; individual and group support skills required.

Respond with letter, résumé and references no later than February 15 to:

Director of Human Resources Personal Support Search Lewis University Route 53 Romeoville, IL 60441

A Christian Brothers University Lewis University is an equal oppor-tunity educator & employer. Minority & women candidates are especially encouraged to apply.

EAST TEXAS STATE UNIVERSITY Commerce, Texas 75429

FACULTY POSITION OPENINGS

ETSU is located in Commerce, Texas with an enrollment of 8,000 students. Degrees are offered through the doctoral level. Commerce is located in a rural area, 65 miles northeast of Pallas

COLLEGE OF EDUCATION

Counselor Education: Assistant Professor, tenure track. Requires doctorate in counseling or closely related field. Clinical supervision training/experience and marriage and family expertise preferred. Research activity and graduate of CACREP-approved program desired. Apply to Richard Canada. Department of Counseling and Guidance by March 15, 1992.

Reading Education: Assistant Professor, tenure track. Requires (1) ductorate or ABD in reading education; (2) scadenic course work and/or experience in teaching in one or more of the following—reading comprehension, comen area reading, development reading, remedial reading or process writing; (3) at least 3 years of regular or reading classroon teaching experiences in public elementary, middle, or secondary schools; and (4) evidence that teaching, scholarship and service productivity will meet minimum expectations for prontumon and tenure at ETSU. Apply to Joseph Vaughn, Department of Elementary Education. Screening process will begin on Fabruary 15, 1992 and will continue until the position is filled.

Psychology and Special Education: Assistant Professor, tenure track. Doctorate in general educational or school psychology with emphasis in special education, relevant experience with handicapped populations, evidence of research, publications and teaching in higher education destrable. Responsibilities include teaching and advising undergraduate and graduate students, collaborating on research and grant development with faculty and students in psychology and special education, producing publications and participating in program development and community service. Apply to Glenn P. Fournet, Department of Psychology & Special Education by March 1, 1992. Health and Physical Education—2 positions:

1) Assistant Professor, tenure track. Requires doctorate in health, kinesiology, sports studies and/or related fields, competence and knowledge in motor learning and motor development of children, and skilled in gyntuastics and/or rhythinic activities. Prefer candidates with three or more years of teaching experience at the elementary and/or secondary school level. Responsibilities include teaching undergraduate and graduate courses required for elementary school physical educators, aerobic dance or other rhythmic classes and lifetime wellness/littless courses. 2) Associate Professor, tenure track. Requires doctorate in health, kinesiology, sport studies and/or related fields, evidence of scholarly activities, ability to serve as coordinator of graduate studies in the department, three or more years of teaching experience, and teaching research and statistics courses. Prefer health educator with college/miversity teaching experience. Responsibilities include teaching primarily at the graduate level, coordinating graduate studies, advising students and developing curriculum.

Apply to Margo Harbison, Department of Health and Physical Education by March 15, 1992.

Community College/Secondary & Higher Education: Assistant Professor, tenure track. Requires doctorate in education with emphasis in community college/higher education and three or more years of teaching experience in directing doctoral dissertations is preferred. Responsibilities include teaching, advising, coordinating the Center for Community College Education and implementing faculty development workshops for community college faculty and administrators. SECONDARY & HIGHER EDUCATION—3 POSITIONS:

Secondary Education/Supervision Curriculum and Instruction: Assistant Professor, tenure track. Requires detectate in education with emphasis in supervision, curriculum and instruction, a minimum of three years of teaching experience in the secondary school and effective communication and human relations skills. Responsibilities include teaching at the undergraduate and graduate levels (on-and-off campus), advising students, designing degree plans and developing in-service workshops to be presented in secondary schools.

Computer Applications and Education Technology: Assistant Professor, tenure track. Requires doctorate in education with emphasis in technology, three or more years' teaching experience at the secondary and/or elementary school level and effective communication and human relations skills. Responsibilities include teaching, advising graduate students, designing technology-based instructional programs, and coordinating the microcomputer laboratory. Apply to Robert Munday, Department of Secondary and Higher Education by March 10, 1992.

COLLEGE OF ARTS AND SCIENCES

Agriculture: Assistant Professor, tenure track. Requires Ph.D. in Agricultural Economics (or closely related field) with a US or MS (M.Ed) in Agricultural Education; or a Ph.D. or Ed.D. in Agricultural Education with a minimum of ill graduate hours in Agricultural Economics/ Agribusiness. Applicants who anticipate obtaining their degree by September 1,1992, will be considered. Apply To Poin Cowthon, Department of Agricultural Sciences, Screening will begin on April 1, 1992, and will continue until the position is filled.

Department of Art: Assistant Professor, non tenure track. Requires M.F.A., teaching experience, exhibition record, to teach painting/drawing with preferred secondary emphasis in printinaking, mixed media or art cruicism. Apply to William Wadley, Department of Art. Screening process will begin on January 31, 1992 and will continue until the position is filled.

Literature and Languages: Assistant Professor, tenure track. Requires Ph.D. in linguistics or related field, to teach undergraduate and graduate courses in general linguistics, sociolinguistics, psycholinguistics, modern granmar, E.L., and an occasional course in composition or introduction to literature. Apply to Gerald Duchavnay, Department of Lucrature and Languages. Screening will begin on Pobruary 15, 1992, and will continue until the

Chemistry: Assistant Professor, tenure track. Requires Ph.D. in Biochemistry or Organic Chemistry. Responsibilities include teaching at the undergraduate and master's levels. Apply to Ken Ashley, Department of Chemistry. Screening will begin on Pabruary 15, 1992 and will continue until position is filled.

Computer Science: Assistant or Associate Professor, tenure track. Requires 1th 15. in Computer Science (or closely related field). Up to three positions open. Apply to Steve Rasniak, College of Arts and Sciences. Screening has begun and applications will be received until positions are filled. Communications and Theatret Department Head. Professor, tenure track. Requires Ph.D. in Speech or Theatre or closely related field. Programs include Theatre, Speech Communications, Radio/Television at the undergraduate and master's levels. Apply to Ted Harsen, Department of Music. Screening of applications will begin March 15, 1992, and will continue until position is filled.

Journalism and Graphic Arts Department Head. Professor, Tenure track. Requires terminal degree (doctorate preferred). Programs include editorial and advertising/public relation areas of journalism and printing. Apply to Don Reynolds, Department of History. Screening will begin on March 1, 1992 and will continue until the position

A more complete description of each position is available from the appropriate contact persons. ETSU is an affirmative action, equal opportunity employer. Qualified women, minorities, and disabled persons

BAYLOR UNIVERSITY

School of Education Faculty Vacancy ament of Educational Psychology: Assistant/Associate Professor. Terminal degree in

Restratife.

Position is for Summer or Fall, 1992. Screening of applicants will begin on February 1 and continue until the position is filled. Application materials should consist of a letter of application. a returned, and the names and addresses of at least three references. Send materials to: Bill D. Lamkin, Dearn, School of Education, Bill Box 97304, Baylor University and Copportunity. Affirmative Action employee, minority candidates are encouraged to apply: preference will be given to Southern Baptists.

A calendar of forthcoming meetings, conferences, workshops, and institutes of nportance to scholars and college administrators —

every week in The Chronicle.

demic advisement; and professional service activity. Review of applications will begin Pebruary 15, 1992. Send révune, three letters of recommandation, transcripts, and placement papers to: Dr. Bryan Cooperman, Recruitment Cheir, Department of Elementery Education and Reading, State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, New York 1422.
SUCB is an affirmative action, equal op-

portunity employer.

Elementary Education: Fourth Grade level instructor, Horsce Mann Lab School. Starting date: August 13, 1992. Teach fourth level elementary students during the Fall and Winter/Spring terms. Assist in the development of educational programs, techniques and practices. Cooperate with university, state and federal agancies in research efforts. Assist in supervising practicum students. Qualifications: Master's Degree with an elementary teaching certificate upon appointment. Teaching experience preferred. Effective communication skills needed in dealing with children, parantel and adaptable to program (raplementation and achedullas. Apply to: Dr. Arnold D. Lindaman, Director, Horsee Mann Lab School, Brown Hall 142, Northwest Missouri State University, Maryville, Missouri 6448, Provide a letter of application with professional vita. Credentials, and three current letters of reference peritoent to this position. Deadling date: March 1, 1992, or until position in filled. AAFOS. Northwest encourages woman and minorities to apply.

Elementary Education/Social Studies: As-sistami/Associate Professor, Tenure track, Large Elementary and Barly Chilahood Education Department. Position begins September 1, 1992, pending anniams. Re-quired: ABD, Doctorate preferred; experi-ence in teaching at K-6 level. Serieming be-sins lanuary 20. Apply: Dr. Beth Ander-son, Moorhead State University, Moor-bead, Minneston 55656; (218) 216-2020. MSU is an Equal Opportunity, Affirmative Action Employer,

Action Emplayer.

Engineering: Research Scientist to conduct research in power electronics, specifically to the area of high-frequency high-density power converters and inverters, design and implement power hybrid circuits using thick-film technology, teach professional courses on control of power converters and on analysis and design of quasi-resonant and multi-resonant power converters and on analysis and design of quasi-resonant and multi-resonant power converters correspond and interact with industrial contests about technical issues, and supervise power electronics research leboratory. Ph.D. in Electrical Engineering in the field of Fower Electronics) and proficiency in high-frequency resonant, quasi-reconguit, and multi-resonant power conversion techniques, high-frequency magnetics, and power seniconductor devices required. 40 hours/week: hours: 8:00-5:00. Salary: \$50,000 per year. Mail or hand carry resum with a copy of ad attached, for VEC. Department 3008, 1103 Prankin Road, S.W., Rossoke, Virginia 24002-0061. Job Order #VA1121007.

COLLEGE OF BUSINESS ADMINISTRATION

University of Southwestern Louisiana Lafayette, Louisiana

ACADEMIC OPENINGS

Applications are invited for the following anticipated full-time tenure-track

ACCOUNTING: Candidates are invited for positions of Associate Professor and Professor of Accounting. Applicants should possess a doctoral degree and have an established record of scholarly research and effective reaching. Professional certification is

INTERNATIONAL BUSINESS: Candidates are invited for the pusition of Assistant or Associate Professor of International Business. Applicants should possess a doctoral degree in economics, finance, or management and have appropriate training and experience in international business.

FINANCE: Candidates are invited for positions at the Assistant and Associate Professor level in corporate finance and financial markets and institutions. Applicants should possess a doctoral degree and be committed to scholarly research and effective teach-

MANAGEMENT: Candidates are invited for the position of Assistand Professor of Management. Applicants should possess a doctor-al degree and be committed to scholarly research and effective teaching. The fields of organizational behavior, human resource management, and production and operations management are pre-

DISTINGUISHED PROFESSORSHIPS Two of the above positions may be designated to receive distinguished professorship awards depending on the applicants providing evidence of an outstanding record of scholarly research and publications. One of the distinguished professorships is dedicated for a professional woman scholar with an outstanding research record.

Applicants for the above positions should possess an appropriate doctoral degree and a demonstrated record of scholarly achievement in teaching and research. A commitment to publishing and related scholarly endeavors is necessary. The College of Business Administration consists of five academic departments with a faculty of 79. Enrollment consists of 2,700 undergraduate, and 170 graduate students in the MBA program.

The photo positions are accelebance of the program. The above positions are available as of August 19, 1992. The positions will remain upon until filled. Scad application letter, vita, and reference letters

Dr. Jan W. Duggar, Dean College of Business Administration University of Southwestern Louisiana P. O. Box 40200 Lafayette, Louisiana 70504-0200 USL is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

ARKANSAS TECH UNIVERSITY School of Education

Arkansas Tech University is accepting applications for two faculty positions for its baccalaureate degree program in elementary education at the University Center, Fort Smith, Arkansas:

• Elementary Education/Instructional Technology (non-tenure track)
• Reading/Early Childhood Education (tenure track)

• Readinguearly Childhood Education (tenure track)
Duties include teaching, advising, and supervision of student teachers. Master's degree and public school teaching experience required. Appropriate terminal degree and college teaching experience preferred. Salary commensurate with experience and qualifications. Send letter of interest, résumé, official transcripts of all college work, and names, addresses, and letephone numbers of at least three references to: Dr. Dennis Fleniken, Dean of Education, Arkansas Tech University, Russellville, AR 72801. Application dead-line: February 28, 1992, or until filled. AA/EOE.

Debte Include Stacking, and supports and college transporting corresponding common of graphes and college transporting corresponding common of the property of

GALLAUDET UNIVERSITY Faculty Positions

Gallaudet University, the world's only university for deaf students, has probable faculty positions for the Fall of 1992, pending adequate funding. Faculty positions have been tentatively identified as follows: English, History, Psychology, Math/Computer Science, Sociology

Television, Film & Photography

Computer Information Systems

Mathematics, Science

Educational Foundations & Research Physical Education & Recreation

College of Arts & Sciences: Dr. Robert Williams, Dean School of Communication: Dr. Njeri Nuru, Dean Sch. of Education & Human Svcs: Dr. David Martin, Dean

School of Management: Dr. lames Speegle, Dean

School of Prepatory Studies: Dr. Ann Davidson, Dean

Required: Master's in discipline plus willingness to pursue studies in a doctoral program in the field or an affied area; willingness to learn sign language. Preferred: Earned doctorate in field plus teaching experiences; knowledge of deafness and/or skill in sign language.

Rank and salary are negotiable; tenure-track, regular non-tenure track and

Because of its mission of serving deal students, individuals who already possess sign language skills or who are deal are encouraged to apply. Qualified individuals without these skills must be willing to attend an 8-week orientation program for training in sign language and fingerspelling. For complete job announcements, position requirements, and application

The appropriate School Dean Gallaudel University 800 Florida Avenue, N.E. Washington, D.C. 20002

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

CHAIRPERSON

Bachelor of Science in Nursing Program

Allen College seeks a full time Chairperson for the Bachelor of Science in Nursing Program. This position is in the recently established Allen College located in Waterloo, lows. Responsibilities include: curriculum development, faculty selection; classroom teaching; college and community service; and scholarly activities.

A Master's Degree in Nursing is required as well as an earned Doctorate.
Experience in clinical nursing and teaching at the baccalaureate level.
Etigibility for itemsure in lows.
Commitment to quality, innovative undergraduate education.
Ability to provide visionary leadership in curriculum development in a unique cooperative educational setting.

Effective interpersonal skills in cooperative and collaborative endeavors.

Twelve month appointment, Position open immediately. Send letter of appli-cation with curriculum vitae to:

An Equal Opportunity Employer

DR. JANE HASEK, CHANCELLOR 1825 LOGAN AVENUE WATERLOO, IA 50703 319-235-3545 COLLECT

Is filled. Send letter of application, curricular vitae, three jetters of reference and transcripts (upodficial to: Wilkam Hawk, Dean of Academic Affairs, Bluffton Coliego. 280 West Colloge Avenus, Bluffton, Coliego. 280 West Colloge. Avenus, Bluffton, Collogo. 280 West C



Santa Cruz County, California

ANNOUNCES FACULTY POSITIONS

We are searching for inculty to join our dedicated community of laculy and staff. We are seeking energetic, flexible, innavative individuals who wish to join and grow with one of the most highly-respected community colleges in California.

Commanding a sweeping view of Monterey Bay, Cabrillo College serves a diverse district which includes the rich agricultural Page Valley and the vibrant university community of Santa Cruz. The Cal-lege is particularly interested in utmority applicants wishing to help serve our hereasingly diverse college population. If you are interested in joining a special community of faculty and staff, please contact the Cabrillo College Personnel Department, 6300 Sequel Drive, Aptos, California 15003; (408) 470-6217 for further information and required applications.

TENURE TRACK FACULTY POSITIONS AVAILABLE:

Accounting Instructor
Computer Science Instructor
Early Childhood Education Instructor
English Instructor
Learning Center Coordinator
Math Instructor
Nursing Instructor
Reading Instructor
Theatre Arts (technical theatre) Instructor

EMPLOYMENT CONTINGENT ON FUNDING AND GOVERNING BOARD APPROVAL



Management

The Department of Management at Gettysburg College Invites applications for a possible subbatical replacement of one year beginning Fall, 1992. The successful candidate will teach human resource management and principles of management. Gettysburg College is a highly selective liberal arts college located in historical College is a part to be the bound of the part to be the part Gettysburg, Pennsylvania, about one and one-half hous north of the Washington/Baltimore area. Gettysburg College is an affirmative action, equal opportunity employer: women and minorities are encouraged to apply. The department will begin reviewing applications on February 28, 1992. Applicants should submit a letter of applications are encouraged to applications. application, curriculum vitan, and names and telephone numbers of references to Dr. Rodney J. Redding, Chair, Department of Management, Gettysburg College, Gettysburg, PA 17325.

Finance: Westminster College, New Wilminston, Pennsylvania 16172, Department
of Economics and Business, Assistant Professor of Business—Finance. Tenure track
position with course responsibilities for
Corporate Finance, International Finance,
and Advanced Finance, with teaching capability in an allied area of business administration (not economics) such as international business or management. Minimum educational quaincations are the successful
completion of doctoral coursework in Finance from an in-residence anaduste echool.
A minimum of one year of teaching experi-

CALIFORNIA STATE UNIVERSITY. HAYWARD

Program to Increase Faculty Diversity, 1992-93. CSUH anticipated being able to reserve faculty positions to increase faculty diversity Minority faculty are encouraged to apply for positions in any ocalenale dopantment, areas of appointment have not been predeterinteed Applications will be referred to departments that are rectuiling fecturer of former touch faculty as well as those that seek increased diversity. Interested introduction will be consistent reportless of when received Ollers of appointments will be effective 1992-93. Letters expressing interest about how and to Faculty Diversity Program, Office of the Provost and Vice President for Academic Affairs, CSUH, Hayward CA 945423007

Apply by Feb. 15, 1892 to Prof. 8 Thomas, Dept of ACS, Southern College of Technology, Meriotte, Georgia 30080-2896 Submit, a coverletter discussing each of the nine items listed above, resumé/curriculum vites, names/addresses/telophone numbers of three current references. Southern Tech is an AA/EO employer. Application from minorities and women are particularly encouraged

Department Head, Applied Computer Science

Southern College of Technology

The department of Applied Computer Science, 9 faculty and 375 students offers on undergraduate major with options in Arthrest Intelligence, Software Engineering, or Technical Applications.

Fiscally strengths: Program Longungus, Al, DBM, Grophica, Opurating Systems and Roal-Time Processing. Facilities miniframe, interestips, IBM/Apollo workstations, infineerigater and compute wide networks the department is developing on M.S. in Computer Sciences.

Department Heed, a 12 month apparatment, starth July 1, 1992 Responsibilities: 1. Tooching graduate and antisepraduate C6 courses; 2. Curriculum development and operament. 3 Budget development analyses and 4. Foculty evaluation

Applicants must provide the following evidence: 1. Ph D in CS or a Ph.D. in a related eros with ovidence of graduate CS level proficiency. 2. Aminimum of 4 years of college level teaching experience, 3. Accomplishments appropriate for the rank of Assoc or Full Prof. 4. Experience in storage funding, 5. Leadership ability to implanient successful M.B. deares process.

BULLETIN BOARD: Positions available

ship, research and community service.

Wayne State University

College of Nursing

Tenure Line Faculty Positions

Area III-Human Responses: Experiences in Health & Illness announces a national

search for faculty to expand the research and educational missions of the College. The College of Nursing is an outstanding college in the nation and is strongly supported by the leadership of the University. Wayne State University is a Carnegie ranked research institution and dedicated to excellence in teaching, scholar-

Area III seeks applicants who are committed to a stimulating urban environment

and are concerned with the continued development of nursing research, theory building, and clinical practice. Clinical areas of interest are:

Critical Care Nursing

Adult Primary Care Nursing Advanced Medical/Surgical Nursing

Oncology Nursing

Occupational Health Nursing All appointments will require an earned doctorate in Nursing or a related field and

will be at the Assistant or Associate Professor rank. Research and teaching experience are preferred. Faculty practice opportunities exist. Salaries and benefits are

competitive. To apply send letter, current resume and the names of three profes-

Dawn Zagornik, Ph.D. Associate Professor and Assistant Dean, Area III

Wayne State University

College of Nursing

5557 Cass Avenue

Detroit, MI 48202

Wayne State University is an equal opportunity, affirmative action employer.

freach Instructor / Assistant Professor Inna track position beginning September 1, 1992. Ph.D. preferred. Responsibilities lacked: Generalist able to teach all levels of undergreduste French language and literary seel as culture courses. A specialization in a literary period print to the 19th century is highly desirable. Native or near native fluory in both French and Eratish required. A sittong commitment to teaching within the contest of a liberal artistodies required. Send a letter of interest, contest of a local and trace letters of recommendation to lacob B. Miller, Chairperson, Department of Fortign Languages. Witten ber University, P. O. Box 720, Spring Red, Onio 45501, by March 15, 1992. AA EOE.

Geographic Information Systems: Analyst. 33,000 per year. Immediate opening. Will stovide technical support in the applications and development of acographic information stream (GIS) for environmental substant and natural recourse management in the substant stream and substant application using computer suggiest systems, straphic user interface, response seasing, substitution and mathematical tools to support decision making and the formation of policy relevant to environmental stream of the substantial system which the substantial strains of policy relevant to environmental strains of the substantial system which the substantial strains and the substantial substantial

Earth Science is recruiting to fill an assisttant professor tenure track position beginning on September 16, 1992. Ph. 12, required. Commitment to excellence both in
teaching and research is mandatory. Solidy
commensurate with qualifications and expersence. A human geographer with demonstrated competence in two or more of the
following regional geography of flurope,
Latin America or USAR; philosophy and
history of geography; teaching geography
K-12, and are photo interpretation. The successital candidate will leach in the department's undergraduate and M.A.Ad..5, programs and will share the responsibility for
teaching sections of a general education introductory geography course. Summer
teaching is usually available but is not mandatory. As an Affirmative Action emploter. S1016 offers equal employment upportunity without regard to race, color, creed tunity without regard to race, color, creed or selfgeon, age, see, national origin or handicap. Closing date for applications is April 1, 1992 or until position is filled Submit letter of application with statement of teaching and research interests and vitae. Also, have three reference submit letters of reference to: Donald W. Clements, Ph.D. Chair, Search Committee, Box 1459.

Geography: University of California, Seata Barbara. Tenure track guilton in Human Geography, available July 1, 1992, at Aviatant Professor level. Specialization in one or more of the following applied or theoretical areas: environmental rak aviatant propertion, environmental rak aviatament: resource development and management: resource development and management: resource planning and modeling, spatial decision support systems: applied interests in Pacific Rim or Latin America Active research and quality teaching expected. Applicant will play a seguincent role in the University of California, Santa Barbara San Diego State University sofiat Brabara San Diego State University sofiat Ph. D. pogram, Ph. D. normally required at time of appointment. Subput application and the names of three references to like Registal G. Golledge, Chair of Search Committee, Geography Department, University

POSSIBLE MATHEMATICS

OPENING:

Mathematical generalist to teach a broad variety of mathematics courses, beginning August 1992. Ability to teach calculus-based Physics (with Lab) preferred, experities in Pre-Engineering Mathematics (e.g., Stalics, Dynamics) and/or Mathematical Statistics is helpful. Olher duties will include adviang, committee duties, and possibly supervising Actuarial Exams. The successful candidate will hold a Masier's degree in Mathematics (Ph.D. preferred) and be committed to quality classroom teaching. Jemestown College is a four-year liberature. arts institution attilisted with the Presbyterian Church and seeks a person with a commitment to non-sectigian Christian higher educa-tion Send letter of application, cur-rent CV. and 3 letters of recommen-dation to Dr. Richard Smith, Box 5092, Jamestown College, James-town, NO 58401.

A Bulletin Board notice will reach the audience you want to reachpersons in academe.



EASTERN CONNECTICUT STATE UNIVERSITY FACULTY POSITIONS FALL 1992

Eastern Connecticut State University is characterized by an innovative undergraduale arts and sciences programs, dynamic programs of professional preparation and a commitment to experiential learning.

Eastern faculty are expected to be outstanding teachers, to possess sensitivity to a diverse student population and to demonstrate a commitment to creative activity and scholarship, professional development and professional service. The University serves 4,500 full- and part-time students in a rural environment used of Hartford and rhidway between New York City and Boston.

All positions listed below listed below are being searched for tenure-track placements (except where noted) with rank and salary dependent on qualifications. Excellent frange benefit packages available. Eastern's faculty teach a twelve hour load each semester along with involvement in research and creative activity and service.

SCHOOL OF ARTS AND SCIENCES

MATHEMATICS AND COMPUTER SCIENCE DEPARTMENT RESPOND TO DR. C. GARY ROMMEL, CHAIR

RESPOND TO DR. C. GARY ROMMEL, CHAIR
Computer Science: Assistant/Associate Professor. Doctorate in Computer Engineering or Computer Science required; ABD with early completion date considered. Applicants should have strong commitment to undergraduate teaching, ability to conduct research in computer science, willingness to write grant proposals, and an interest in participating in the ongoing development of a liberal arts computer science program based on ACM guidelines.

Mathematics: Assistant/Associate Professor. Doctorate required: ABD with early completion date considered. Applicants should have a strong commitment to teaching at all levels in undergraduate mathematics courses, ability to integrate computer applications in the mathematics courted um, to work closely with education faculty in the math education program, and conduct research.

FINE ARTS DEPARTMENT RESPOND TO DR. ELDON DOWNING, CHAIR

RESPOND TO DR. ELDON DOWNING, CHAIR

Visual Arts Professor and Department Chair. MFA or Doctorate required. Eastern's Department of Fine Arts consists of faculty in Art, Music, and Theater. Applicants should have significant experience as a leaching faculty member and artist, strong interpersonal and communication skills, and a commitment to the role of fine arts in a School of Arts and Sciences. Experience in Integrating, computer application into the curriculum is destrable. The Chair is responsible for leading the Department and faculty in academic and fiscal affairs and for a wardety of related programs.

Printmaking: Assistant/Associate Professor. MFA or Doctorate required; ABD with early completion date considered. Applicants should have experience will integrably, littlography, and relief and screening printing techniques, ability to teach partmaking, drawing, and introductory studie art courses, and a commitment to the fine arts within a School of Arts and Sciences. Ability to integrate the fine arts and line humanities and/or computer applications into the carticulum highly desirable.

Computer Graphica, Assistant/Associate Professor. MFA or appropriate Doctorate required; ABD with early completion date will be considered. Applicants should have experience with computer graphics, ability to teach a range of undergraduate art courses, and commitment to the role of a faculty member as teacherartist in a Department of Fine Arts within a School of Arts and Sciences. Ability to teach computer graphics while integrating the Fine Arts and Humanities highly desirable.

Music History/Plano Instruction: Assistant/Associate Professor. Doctorate required; ABD with early completion date considered. Applicants should have experience as a teacher/performing plantst, ability to teach completion date considered. Applicants should have experience to the role of a faculty member in a department of fine arts within a School of Arts and Sciences. Ability to teach courses integrating the fine Arts and the humanities and/or

PSYCHOLOGY DEPARTMENT RESPOND TO DR. GARY STERNER, CHAIR

Developmental/Child Psychologist: Assistant/Associate Protessor. Ph.D. in Psychology required; ABD with early completion date considered. Applicants should have the ability to teach courses in child psychology, psychopathology of childhood, and developmental psychology, to conduct research, and to work closely with education faculty members on elementary/early childhood education programs. Ability to teach courses in experimental psychology or cognitive psychology is highly desirable.

SCHOOL OF PROFESSIONAL STUDIES

COMMUNICATION DEPARTMENT

Radio and Television Production: Assistant/Associate Professor. Declarate required; ABD with early completion date considered. Teach undergraduate courses in mass media, especially radio and television production, and general communication. Demonstrate ungoing research/creative work and service. Previous experience in college teaching and in radiovietevision preferred. Contact: Dr. Charles Herick, Search Chair.

preferred. Contact: Dr. Charles Herrick, Search Chair.

Professor and Department Chair Doctorale required in mass media/communication or closely telested field. Areas within the Department include mass media, tadio, television, public relations, and organizational communication. Applicants must demonstrate excellent teaching record in higher education for at least tive years, a proven record of academic and administrative leatership; and ongoing research/creative work. Possible teaching areas include lebecommunications have communication theory. The Chair to reportsible for leading the Department and faculty in academic and fiscal aftairs. Contact Mr. John Zatowski. Communication Chair Search.

Public Relations Temporary appointment for Assistant Professor. Doctorate required; Allo with early completion date considered. Teach undergaduste contacts in public relations, organizational communication, and writing for media. Demonstrate miguing research/creative work and service. Previous experience in college teaching public relations preferred. Contact Mr. John Hale, Public Relations Search Chair.

ECONOMICS AND MANACTAMENT SCIENCE.

Marketing: Two positions for Assistant/Associate Professor. Doctorate in marketing or closely related field required; ABD with early completion date considered. Significant professional experience in either consumer behavior or international marketing required. Teach introductory and advanced courses in two or more areas including consumer behavior, international marketing, marketing research, marketing strategy, or advertising. Demonstrate previous successful teaching, research/creative work, and

Professor and Department Chair: Doctorate required in child development, early childhood education, or closely related field; a proven record of teaching in education and autrimistrative leadership; technology and multiculturability in a ducation and autrimistrative leadership; technology and multiculturability in quality in the proven record of teaching in education and autrimistrative leadership; technology and multiculturability in quality quality in the provider of the public schools. The Chair is responsible for leading the department and faculty in academic and fixed affairs. Contact Dr. Shirley Ernst, Education Chair is responsible for leading the department and faculty in academic and fixed affairs. Contact Dr. Shirley Ernst, Education Chair is responsible for leading the department and faculty in academic and fixed affairs. Contact Dr. Shirley Ernst, Education Chair is responsible for leading the department and faculty in academic and fixed affairs. Contact Dr. Shirley Ernst, Education Chair is responsible for leading the department and faculty related area. Tench undergraduate and graduate courses in early childhood education and carriculum development; provide liaison to the day care training program and compus-based child care programs; assist in the development and implementation of a new field-based early childhood education, program; ansient searchers. Demonstrate outputuge research/creative work and service with commitment to outreach to early childhood education and public schools. Previous teaching and administrative experience with diversity and multicultural/bingual education valued; knowledge about about technology applications. Contact Dr. Jeffery Trawh & Smith, Early Childhood Education Search.

Special Education Assistant/Associate Professor. Doctorate required in special education or a closely related area. Teach undergraduate and graduate courses in special education, research, assessment, tearning and teaching, and supervice student teaching. Demonstrate ongoing research/creative work

Search.

Foundations of Education: Assistant/Associate Professor. Doctorate required in Foundations of Education or closely related area. Teach undergraduate and graduate courses in Foundations and seleted areas and supervise student teachers. Demonstrate ongoing research/creative work and survice with commitment to outreach and collaboration with public schools. Previous teaching in public schools and higher education required; experience with diverse and multicultural/billingual education valued; knowledgeable about technology applications. Contact Dr. Joseph J. Narotsky, Foundations Search Committee.

HEALTH AND PHYSICAL EDUCATION RESPOND TO MS. SHARLENE PETER, DIRECTOR OF ATHLETICS

Women's Varsity Casch: Master's required or documentation of early completion date. Duties will include Soccer and/or Softball. Coaching duties will be combined with athletic and recording administrative responsibilities and/or teaching. Candidate must show evidence of commitment to NCAA Division III philosophy and a desire to integrate activities into academic goals of the University. GENERAL INFORMATION

Screening will begin immediately and continue until the positions are filled. Please send letter of interest, current vita, and names, addresses, and phone numbers of at least three references to the appropriate individual listed above at the following address:

Eastern Connecticut State Universit 83 Windham Street Willimantic, Connecticut 06226

Eastern is an AAO/EEO employer and is aggressively recruiting female and minority applicants in an effort to bring greater diversity to its workforce and community.

versity of California, Santa Barbara, Cali-fornia 93106. Deadline: March 15, 1992. Equal Opportunity, Affirmative Action Employer, Proof of U.S. citizenship or el-sibility for U.S. employment will be ra-quired prior to employment (Immigration Reform and Control Act of 1986).

Interest in environmental issues and a regional specialty a plus. Ph.D. preferred. Research a must. Salary competitive and compositures with qualifications and experience. UNO is a growing comprehensive public institution located in Nebrasia's largest metropolitan area. The Department has an M.A. program, faculty with diverse research interests and active respects seeming and solds laboratories. Research by the successful candidate will be supported by the Department. Application roview will begin on 15 January 1992 and will close 15 March 1992. Send teter of application, vize, three letters of recommendation, and transcripts to: Dr. John F.

Shroder, Jr., Chair, Department of Geography-Geology; Phone: 402/534-2563; Fax: 402/534-358; UNO is an AA/EOE, Women and minority candidates are especially encouraged to apply.





Northern Illinois University

Assistant Professor—Dance. To teach advanced levels of ballet technique and points, plus another dance technique. Qualifications: MFA, MA. MS degree or equivalent professional dance experience. Expertise in ballet and points techniques on advanced levels; knowledge of variations from classical repertoire; ability to teach another dance form, professibly an established modern technique (Horion, Graham, Holm, Limon, etc.); university teaching experience desirable; experience with a professional ballet company highly desirable. Responsibilities; Teach as specified under qualifications including lower levels as needed; choreograph or reconstruct dance works for departmental dance concerts; participate in all ereas of departmental duties. Salary \$28,000. Starting Date: 16 August 1992. Application Deadline: February 28, 1992. Send letter of application, résume and three current letters of recommendation to: Chair, Search Committee, Department of Theatre Arts, Nitt, DeKalb, it. 60115. For all faculty appointments, effective communication in English is required.

DEPT HUMAN & FAMILY RESOURCES: DEPT HUMAN & FAMILY RESOURCES:

Coordinator/Dietatics Practicum Experiences. Plan, direct, and suprouse chinical experiences in an Approved Preprofessional Practice
Program in Dietatics. Advise students and maintain articulation with
clinical sites. Teach pre-practicum workshop. On-going, 12 month
position, starting August 16, 1992. Requirements: Registered Dietitian with Master's degree in dietatics or closely related discipline and
exportence in dietatics practice. Experience in dietatics education
preferred. Closing date: February 15, 1992. Send letter of application,
résumé, transcripts, and names and addresses of three references to:
Dr. Ellen Parham, Cooordinator, Dietatics, Nutrition & Food Systems,
Department of Human & Family Resources, NIU, DeKalb, IL 60115.

SCHOOL OF ART: (Two positions.) SCHOOL OF ART: (Two positions.)
Associate Professer, Art History-Asian Specialist, tenure-track position. Pi.D. In Art History, Asian Specialist, bysertise must cover China and Japan; special expertise on Japan desired. University teaching expertance required; publications and/or professional archievement of national and international significance. Dutles: Genoral survey and specialized course assignment. Participation in and development of interdisciplinary courses in Far Eastern studies with attention to Japan. Starting date August 16, 1992. Application Deadline: February 21, 1992. Send letter of application, curriculum vitae, samples of publications, and three letters of recommendation to Art History Position Search Committee, School of Art, NiU, Dekalb, IL 60115-2883.

Associate Professor. Visual Communication, tenure-track position; Master's in Design required, university teaching experience preferred, continuing professional practice and/or evidence of design research and publication at the national or international level required, and computer design experience preferred. Dutios: Teaching design theory and criticism at the graduate level plus one or more of the following at both the undergraduate and graduate levels: two graphy with ory and criticism at the graduate level plus one or more of the following at both the undergraduate and graduate levels: typography, publication design, package design, exhibition design, methodology and corporate communications. Other duties include perticipation in program and curricular development as well as professional or university service. Starting Date: August 16, 1992. Application Deadline: February 21, 1992. Letter of application, résumé, evidence of ability and experience to teach graduate-level design theory and criticism, 20 sildes of personal professional work or samples of research/publications, 20 sildes of student work under your supervision, it applicable, and three references, including names, titles, addresses and telephone numbers. Visual Communication Search Committee, School of Art, NiU, DeKaib, IL 60115-2863.

Indiana University East Richmond, Indiana

Assistant Professor

Philosophy, tenure-track assistant professor, to begin mid-August 1992. To leach three classes per semester, three preps: in Intro. to Phil., basic ethics, social & professional ethics, elementary logic courses. Philosophy is a service disripline to business, nursing, education and humanifies; philosophy does not have an associate or bachelor's degree at this time. Ph.D. in Philosophy with strong emphasis on ethics. Teaching experience at college level required. Screening begins Friday, Feb. 21. Send letter, CV, unofficial transcripts and names of five references to Prof. George Blakey, Philosophy Search & Screen Committee, Indiana University East, 2325 Chester Boulevard, Richmond, IN 42374-1289. IU East is an AA/EO employer and encourages applications from women, minorities and all other protected classes.

Graphic Design/Hustration: Graphic Designer/lites/miles for Casat research institute, responsible for creating and executing designs and illustrations for 150-200 projects per year ranging from recruitment prochures to casebound books. Requires general and editorial illustration skills relating to eachering and entering to eachering the entering the ente projects per year ranging from recruitment bruchures to casebound books. Requires general and editorial illusmation skills relating to academic and/or research-oriented subject matter. A variety of styles and techniques is proferred. Must be oble to handle all phases of design and production facilities and recruitment of the program of the compact type anectification, camerized mechanicals, photo direction, paper and ink selection. Must have udvanced skill to desklap mubblishing on MACIIcx using software products such us PugeMaker, Adobs Illustrator. Adobs Fechand, MacDiraw, and SuperPatat. Degree from recognized design college or institute. Prevent's experience with deskin studio, advertising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of severising agency or publications incose. Salary \$32,6000/year. Send resume and copy of send to send the send to send th

fessional experience at college/university level; computer graphics expertise; aBlery management skills; ability to develop graphic aris and gallery programs. Symnathy with aims of Christian liberal aris college. Preferred: art history and/or art education experience; williamsess to teach general education courses. Responsibilities: teach Layout Design: Design Production and Techniques; Computer Omerhics Design: Photography; Callery Techniques-Management; Art History; direct Gallary program, include letter of application, cur-

Altimative action employer.

Health Education: Assistant Professor to conduct research and product on inster's and identifications: The Oradinate Program in dectoral levels students in Health and fluman Development. Applicants whose leaching and research interests focus on risk reduction/health promotion interventions in community settings. Including the worksite, school and health care site, are ratificularly encouraged to arrive. Priority content areas for teaching include subject of the content areas for teaching includes a content areas for teaching includes the content areas for teaching includes a content areas for teaching and includes a content areas for teaching and includes a content areas for teaching and teaching and teaching and teaching and teaching and te

TEXAS CHRISTIAN UNIVERSITY **SCHOOL OF EDUCATION VACANCIES**

TCU expects to fill the following positions for the Fall 1992:

SPECIAL EDUCATION: Principal of Starpoint School, a university-owned primary school of forty students who have difficulty learning in traditional settings, Responsibilities include teaching special education courses in the School of Education and overseeing Starpoint program. Doctorate in special education professional Development Schools required. Interest in research and Professional Development Schools. Individuals with the appropriate credentials will be considered for a tenure track appointment as Assistant Profession in the School of Education.

ant Professor in the School of Education.

TEACHER EDUCATION AND TECHNOLOGY: Assistant Professor. Tenure track. Doctorate required. Research agenda defined. 8-12 experience strongly preferred Understanding of technology as pedagogical vehicle and communication system expected. Responsibilities include teaching courses on educational technology and teacher education (e.g., social studies, ESt., language arts, special education, mathematics education, or educational psychology), supporting the integration of technology in the teacher education curriculum, assisting in the development of an Educational Technology Learning Center, and working in Protessional Development Schools with practitioners and student teachers.

Texas Christian University is an Independent institution that complexities that

Texas Christian University is an Independent institution that emphasizes the teacher-scholar laculty model. The University enrolls 6,500 students in several colleges and schools. Approximately 600 students are pursuing degrees or certification in the School of Education. The University does not discriminate on the Tasts of Creek, age, sex, race, critor, hardicap, ethnic or national winth. School of Creek, age, sex, race, critor, hardicap, ethnic or national winth. origin. Salaties are compelitive and complemented by an attractive fringe benefit package. Positions are for Fall, 1992. Screening of applicants begins 7 February 1992 and continues until positions are littled. Send letter of application, curriculum vitae, a list of four references to Search Committee, Office of the Dean, School of Education, TCU, Fort Worth, Texas 76133.

TCU is an EEO/AA Employe

SHIMER COLLEGE Faculty Positions

Shimer College is looking for faculty members for positions beginning in Fall 1992 and possibly Fall 1993. Shimer College is an independent, accredited, four-year liberal arts college of approximately 100 students located 40 miles north of Chicago. The College's program is based exclusively on original texts; student's program consists of required sequences in the natural sciences, social sciences, and humanities.

Applicants will be considered in any area of the liberal arts. All faculty are expected to bacome familiar with, and ultimately to teach in, more than one area of the curriculum. Persons qualified to teach the natural sciences, and who have an historical and philosophical perspective, are especially encour-

In addition to teaching and the usual committee work, all faculty assume administrative responsibilities. Shitmer College is committed to being a self governing community in which all members—faculty, staff, students—actively participate.

paracipate.

Shimer College is a small, intense community with limited resources (10 month salary is approximately \$20,000, full-medical benefita, and other fringes) but opportunities for satisfaction, both academic and personal. If you are interested in working here, please send a cover letter, vitae, transcripts, and three letters of recommendation tone from student! to: Berbara Stone, Dean of the College, Shimer College, Box A-500, Waukegan, IL 60079. All applications must be received by February 15, 1992. Shimer is an equal opportunity, affirmative action educator and employer.

Public Health, or Social and Behavioral Sciences with a strong quantitative background. Please send all inquiries to: Nell H. Gottlieb, Department of Kinesiology and Health Education, Bellmon 122, University of Texas, Austin, Texas 78712. Closing date is Pebruary 15, 1992. The University of Texas is an Affirmative Action, Equal Opportunity Employer and specifically encourages applications from women and minorities.

teaching and possible activity or coaching responsibility. Doctorate preferred with public school and college teaching. Sulary commensurate with qualifications and experience. Application deadline, February 20, 1992. Sent application resume, transcripts and three references to Dr. W. Ward Gasque, Provost, Eastern College, St., Davids, Pennsylvania 19087. Eastern College is an Equal Opportunity, Affirmative Action Smployer.

Health/Physical Education: Adult Health/ Man's Swimming Coach. Tenure Irack starting August, 1992. Doctorate preforred in Physical Education, Adult Health, Physiology of Exercise or related field. ACSM certification desired. Teaching re-sponsibilities will be in Adult Health under-graduate major and Physical Education Ac-tivity Courses. This nosition requires a pergraunte major and Physical Holecation Activity Courses. This position requires a perton to serve as the Head Coach of the
Men's Intercollegate Swimming Team
(NCAA Division II), Instructor/Assistant
Professor. Competitive salary. Misority
and female candidates are ancouraged to
apply. Submit letter of application, current
vita, three recent lotters of recommendation and transpripts to: Dr. Jerry Medicek,
Department of Health, Physical Education
and Atbielics. Bloomaburg University,
Bloomsburg, Pennsylvania 17815. Bloomsburg University is an Equal Opportunity,
Affurnative Action Employer.

women are encouraged to apply.

Health Studies Director, Institute for Circumpolar Health Studies, University of Alaska Anchorage, Responsibilities include: lead the development of research and scholarship in health related projects in Alaska and arograms with circumpolar countries, including the Soviet Far Bast and Siberia; actively pursue the acquisition of extramoral funding; and teach one course each semester in a biomedical on eather related area. Qualifications: A Ph.D., D.P.H., or M.D. or biomedical on health related field: demonstrated executive leaderable, communication skills; vision, and interrity; a commitment to meeting the bealth needs of the Alaskan population, Applicants should submit a letter detailing their interests and qualifications, a returné, and names, addresses, and telephone pumbers of al least three references to the following: Personnel Services Office, University of Alaska Anchorage, 3890 University Lake Drive, Anchorage, 3890 University Lake Drive, Anchorage, 3900; Telephone: (907) 786-4698, FAX: (907) 786-477; For additional information, contact Dr. Michael Dimino, Associate Dean, CHS Search Committee Chair, Blomedical Proman, University of Alaska Anchorage, 3211 Providence Drive, Anchorage, 3211 Providence Drive,

siltution.

Higher Education: The University of Tenneasee, Knoxville, Professor in Higher Education. Applicants must be first-rate techniques and teachers who will bring diversity of cultural perspective to the position. Applicants must be very silver of cultural perspective to the position. Applicants must be very endeated doctorate in higher Education, Educational Administration and Supervision. Policy Studies, or related emitvalent discipline; a demonstrated understanding of the theory and professional practice of Higher Education leaders about the ability and commitment to truch graduate classes in several areas of Higher Education; and a demonstration of interest in and concern for students and their success in graduate programms; a substantive count of research that crasures early appropriet are amulate teaching experience in Higher Education; a record of attractions; significant administrative experience in Higher Education; a record of attraction administration or increasing mining and administrations of the programms o

college and university levels; and participation in Higher Education professional associations and other relevant agencies. Credential review will begin February 15, 1992, and continue until the position is filled. Beginning data is August 1, 1992. Send curricular vitae and names of five references to Norma T. Mertz. Chair of Search Committee, 227 (Euxton Addition, The University of Tennessee, Knoxville, Tennessee 37996-3400; (613) 974-2214. FAX (613) 974-6146. UTK is an EEO/AA/Tritle 1X/Section 504/ADA Employer.

History: American Cultural / Intellectual History: Specialization might include, but a not limited to, zender and/or 19th century history. Ph.D. by May. 1992. Salary up to \$35,000. commenturate with experience. Teaching responsibilities to include undergraduate and graduate courses in cultural and intellectual history, and other courses to be determined by fields of succiplization. any intellectual history, and other courses to be determined by fields of specialization. Applications from women, minority persons, and/or special disabled or Victimmera veterans are especially welcome. The committee will begin reading dessiers on February 15, 1992. Send curriculum vitae, placement dossier if available, names of three references, and copies of any publications to Professor Robert F. Wesser, Chair, Saarch Committee, Denartment of History, State University of New York University at Albany, Albany, New York 12222.

history, Albany, New York 1222.

History: Open. University of Alaska Anchorage. Two (2) entry-level, tenure-track appointments effective August 17, 1992. Areas of concentration open. Candidates specializing in any of the following are especially encouraged to apply: Women's Studies; one-Western: pre-modern: Russian/Soviet; multi-cultural United States. A complete job deartription can be obtained from the UAA Personnel Office, 3890 University Lake Drive. Anchorage, Alaska will begin March 13, 1992 and continue until the position is filled. Submit a letter of application, curriculum vitae, and three letters of recommendation. UAA is an AA/EO Employer and Educational Institution.



WIDENER UNIVERSITY-CENTER FOR EDUCATION **Assistant Professor of Education**

The Center for Education seeks a qualified individual to serve as a scholar teacher in the field of educational leadership. The Center supports professional programs within the College of Arts and Sciences at Widener Uni

sibilities: The qualified applicant will be expected to maintain a consistent program of educational research; to supervise doctoral disser-tations, primarily of students in the Educational Administration program to broaden existing efforts of the Center faculty to create linkages with local school districts through feaching and research; to instruct and advise both undergraduate and graduate students in professional degree and certifi-cate programs.

Qualifications: It is essential that applicants supply evidence of an on-going program of scholarship and professional development. Educational leadership has been broadly defined for this position; therefore, the ideal candidate should have earned credentials in educational administration, and in any of the following areas:

Reading Education (K-12)
The Language Arts Curriculum (K-12)
Curriculum Development emphasizing either Elementary or
Early Childhood Education

Applications: Interested applicants should submit evidence of an earned doctorate, a cover letter requesting consideration for the position, a current curriculum vitae, official transcripts (both undergraduate and graduate), documentation of teaching and leadership, evidence of a strong personal commitment to the preparation of teachers and administrators, and professional certificates. Applications should be mailed to:

Ms. Jane Johnson Office of Graduate Education Center for Education Widener University Chester, PA 19013

This position will remain open until suitable candidate has been identified



The University of Georgia

Franklin College of Arts and Sciences Department of English

The Department of English of the Franklin College of Arts and Sciences, University of Georgia, is seeking to fill the position of Head of Department. Nominations of and applications from distinguished scholars of English or American literature or language are invited. The appointment will begin at a mutually agreed on date between July 1, 1992 and July 1, 1993. Candidates should possess those qualifications appropriate for appointment to a distinguished full professorship—significant and recognized accomplishments in teaching, research, and publication—as well as the ability to provide strong academic leadership for a large and rapidly developing Department of English. Deadling for nominations and applications is March 16, 1992. Nominations, applications, and inquiries should be addressed to:

Professor Luster D. Staphens, Chair Department Head Search Committee Department of English, Park Hall 254 University of Georgia Athens, Georgia 30002 (404) 542-1261

An Equal Opportunity, Affirmative Action Institution

History: Modern European History. The Department of History/Political Sciency at the College of St. Francis invites appearations for a full-time faculty position at the Assistant Professor level beginning Aumin 1992. Primary field in Modern Burope with a secondary field in a Third World area (Middle East. or Asia preferred). Successful candidate will teach introductor courses in Western Civilization, and upper level courses in the history major. Ph. Prequired at the time of employment. The College is implementing a new one continue and the history faculty will participate in teaching in this program. The College of St. Francis is a Catholic rolege offens programs in the liberal aris and sciences a well as professional, pre-professional and career programs at both the undergraphy.

Historya Luin America/Southwest Border iands Tenure track position, Anisana or Associate Professor, beginning Fall, 1972. Responsibilistics include tracking course in Luin American history, the bistory of the American Southweat/Borderiands, or the American Southweat/Borderiands, and New Mexico bistory. Abilly an son-wester field and freshman civilization course is desirable. Twelve-hour tracking ladding freshman civilization course his properties of the property of the prop

Virginia Commonwealth University Chairperson

BULLETIN BOARD: Positions available

Department of Justice & Risk Administration

POSITION: Applications are invited for the position of Chair of the Department of Justice and Risk Administration at Virginia Commonwealth University. VCU is a state-supported institution of over 20,000 states. The department has 14 full-time faculty, and more than 400 undergraduate and 100 graduate students. Curricular offerings include a matter's degree with administration and thrensic science options, and two baccalaureate degrees—one in justice administration and the other in safety and risk-control administration. The department also contains the Commonwealth's Transportation Safety Training Center. VCU is located in historic Richmond, Virginia's capital. In close proximity to Washington, D.C., the location provides an unusually rich environment for professionally-oriented teaching, research, and service.

for professionary-oriented reaching, research, and service.

RESPONSIBILITIES: Overseeing an interdisciplinary department offering doctoral, master's and baccalaureate programs that respond to critical societal problems. Assuming administrative responsibility for department operations. Teaching within the undergraduate and graduate programs. Advocating department interests within and outside the university. Fostering and facilitating research, professional service, and personal service of facility members.

growth of faculty members.

QUALIFICATIONS: Earned doctorate (i.e., terminal degree) in a field related to justice administration and/or risk-control. Record of successful administrative experience with strong consensual leadership skills. Record of successful operational experience within the justice administration or risk-control fields is desired. Able to qualify for a tenurable appointment at the rank of Professor or Associate Professor. Strong record of research and publication relevant to department interests. Able to demonstrate proficiency in curriculum and course development and instruction. Demonstrated commitment to professional and community service. Strong written and verbal communications skills.

RANK AND SALARY: Commensurate with appointee's experience and

POSITION AVAILABLE: July 1, 1992.

APPLICATIONS: Applicants should submit a letter of interest, vitae, and names, addresses, and phone numbers of three references to: Dr. John Moeser, Search Committee Chair, Department of Justice and Risk Administration, Virginia Commonwealth University, Richmond, VA

CLOSING DATE: March 2, 1992, or until position is filled.

Virginia Commonwealth University is an equal opportunity, affirmative action employer, Women and monorities are encouraged to apply.

LaSalle University Department of Education

The Department of Education invites applications for two torsine track assistant professor positions in its unique integrated elementary and special education program. Program theme for uses unchild and adolescent development. The university seeks energetic faculty who will make immediate contributions.

Preferred candidates will have an examed doctorate in elementary education and/or special education and should be prepared to supervise and leach to any combination of elementary, special and general education courses. ABD considered. Minimum three years' classroom teaching experience. Preference given to candidates with college teaching experience and evidence of esseath echalarship.

Salary competitive. Application fetter, vita, three current professional references, official graduate transcripts to Dr. Maryanne R. Berlinar, Department of Education, LaSalle University, Philadelphia, PA 19141. Deadline: 1/30/92. AAEOE, Women and minorities are encouraged to apply.

recommendation to: Michael Obsen, History Department, New Mexico Highlands University. Las Vegas, Now Mexico 97701. New Mexico Highlands University is an AA/ZEO Employer.

History: American History: Full-time facul-ly position available August 1992. Respon-sibilities include teaching American history sorvers and a broad renne of courses in our undergraduate program. Prefer individual side to teach colonial, social/intellectual, and a non-western field. Salary is commen-sarate with qualifications and experience. May be a growing university of 9,000 stu-dents, will begin reviewing applications March 1, 1992. Submit resume, references, marcepts, and letter of application to: Feromes! Services, Northeastern State University, Tablequah, Oklahoma 74464. AAEOR.

htterry U.S. History. Assistant Professor, hadden (also bours'semester with research; femre-track to bean August 1972 sending budgetary approval. Teach survey and courses in Colonid and Early America history. Od South desirable. Salary 25, 1992. Send letter of application, curriction when the competitive. Ph.D. by August 1992. Send letter of application, curriction and apporting materials by February 1, 1992 to Professor David W. Moore. Univ. Search Committee, flox 10d, Loyola University, New Orleans, Louistans 701 18. Dominity Employer. Women and members and monthy froups are especially encour-special opportunity.

listory American West. The University of Montage invites applications for the A. B. thannood Professorship, an endowed tone of the A. B. thannood Professorship, an endowed tone August 11, 1992. The position is temporary to the position of temporary is competitive and community with experience. Appointment of the made at the appearance. Appointment of the made at the appearance gives to full indistors with distinguished records. Specimies with distinguished records. Specimies with distinguished records.

card of scholarship and evidence of exectlence in teaching required. The University
of Montana is a compachensive liberal arts
institution with seven professional schools,
10,100 students, and 400 faculty. The University is one of six units of the Montana
University System and the center of liberal
education in Montana. The University of
Montana is located in Missoula, a cosmupolitine Rocky Mountain community of
70,000. The city has been singled out in
national publications for its quality of life.
The applications, including curriculum vitae, a letter describing both scholarly and
teaching interests, three latters of reference, and relevant course syllab should be
sent to William E. Farr, Chair of the Department of History, The University of
Montana, Missoula, Montana 59812. Review of applications will begin March 1,
1992. Normaniums are encouraged but
must be received by Fehruary 13, 1992.
The University of Montana is an AMEOE.
History: Two trouge track assistant grofes-

History American History. Full-time, tenthe of 1992 or the fall of 1993. Specially in
American History. Ph.D. or near completion of Ph.D. required. Strong Christian
alenation required. Women and minor
likes are encouraged to apply. Send vita,
tener of interest, and three letters of recomDepartment of History and Policial Science, Massish College, Grantham, Pennsylvania 17027 by March 15, 1992.

Inust De received by remains AA/EOU.

The University of Mondiana is an AA/EOU.

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The University of Mondiana is an AA/EOU.

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budgetary a Sourn American musty, Shary and benefits competitive Application deadline II
January, 1992 Submit letter of application,
résume, transcripts, and three feiters of
recommendation to: Dr. Sarah C. Neitzel,
Chair, Department of History and Fullusaphy, University of Texas-Pan American,
IIIEdinburg, Texas 78539, EDEJAA

History: American History. The Ohio State University, Department of History, invites applications for one or more instructors, beginning September 1992 for nine month appointment(s), renewable for second year. Duties: teach several sections of Amorican thistory survey courses and auperwise graduate teaching associates. Requires: Ph.D. in relevant scademic feld and evidence of successful teaching experience. Send letter of application and placement file by Maych 15, 1992 to Professor Samuel C. Chu, Department of History. OSU. 230 West 17th Avenue, Columbus, Ohio 4210. The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, covered veterans and disabled individuals are executaged to apply

History: Western Civilization. The Obio State University, Department of History. Invites applications for one or more untive-

CHAIR

BIOLOGICAL SCIENCES

Applications and nominations are invited for Chair, Department of Biological Sciences, Illinois State University (available July, 1992). ISU has an enrollment of 19,500 undergraduate and 2,400 graduate students and is committed to excellence in both teaching and research. The department offers Ph.D., MS, and BS/BA degrees. Currently, 31 faculty members pursue research in cell/molecular biology, ecology, evolution, genetics, inicrobiology, and physiology, and the majority have external funding. The Chair is expected to provide leadership for securing resources, completing the acquisition of a planned Biology/Chemistry building and a field station, developing curricula, and promoting the national and international reputation of the department. Candidates should have a Ph.D. and must present evidence of strong leadership and administrative abilities, a distinguished teaching record, and an active research program.

To assure consideration, submit: a) curriculum vitae, b) statement of teaching, research, and administrative goals and philosophy, c) representative publications, and d) names, addresses, and phone and FAX numbers of four references by 14 Feb 1992: Blological Sciences Search Committee, College of Arta & Sciences Research Office, Illinois State University, Normal, Illinois 61761-6901.



An Equal Opportunity, Affirmative Action Employer

TULANE UNIVERSITY

School of Public Health and Tropical Medicine

Department of Biostatistics and Epidemiology

Assistant Professor - Demography

Full time lenure track position. Responsible for broad program support in applied demo-graphic methodologies for health related research and relining, with emphasis on interna-tional activities. Duties teaching and collaborative research in on-going international iserally planning procests. Requirements: doctorate in demography or related field, experience in teaching and international family planning research.

Send latter, vitae and three letters of reference by March 1, 1992, to Janet M. Hughes, Ph. D. Dynartment of Riostatrics and Epidemiology, Tulane School of Public Health and Tropical Medicine, 1907 Cenal Street, New Orleans, LA 70112. Afternative Action, Equal Opportunity Employer.

tors. Degining September 1992 for nine month appointments, renewable for second year. Duttes teach several sections of Western Civilization survey contress and supervise graduate fenching associates. Requires: Ph.D. in relevant academic held and evidence of stacessful teaching experience. Send letter of application and placement life by March 15, 1992 to Professor Sanuel C. Chi. Department of History, and Library Archives program of the United State University is an Equal Opportunity, Affirmative Action Finnloyer, Qualified winner, minorities, covered veterans and disabled individuals are encouraged to apply.

History before a discovery level.

re encouraged to apply.

History: European lititory. Junior level, tenure track position to begin August, 1992. Ancient WorldMedieval European specialty preferred. Tenching meas to include Western Civilization, Greek, Roman, Medieval, early British history, and supervision of seniur these. Background or interest in modern British analor African history welcomed. Ph.D. or ABD required; leaching experience preferred. Maryville College is a four-year, interal arts institution related to the Presbyterian Church, U.S.A. Send letter of interest, resumé, graduate transcript, and three letters of recommendation (at least one of which addresses teaching ability to Dr. Sarah B. Mc. Niell, Donartment of History, Maryville College, Maryville, Tennessee 37801. Applications completed by February 15, 1992, will be assured of full consideration. EOE.

olina 29424 by March 1, 1992. AA/FOB.

itistory/Archives: Director of Oral History Project. The position will direct the Oral History Archives program of the United States Holocaust Memoral Museum under the supervision of the Director of Archives and Labrary. The position involves extensive research und counted to locate and obtain oral testimonies from Holocaust survivors, rescuers, liberatori and witnesses for addition to the existing soldection; directing the production of new oral history testimonies; the direction and supervision of production consultants, interviewers, archival and administrative related tasks. Requirements include an advanced utaree in history rearticularly relevant to the Holocaust, knowledge of and highly developed skill in interviewing, knowledge of archival functions acquired by archival experience or academic coursework and experience or academic coursework and supervision of a diverse staff. The United States Holocaust Memorial Museum is an Equal Opportunity Employer. Presses sent ésquire document despressors. News. State Oreentoure, N.W., Suite 717, Washington, DC 20036.

Mc Niell, Department of History, Maryville
College, Maryville, Tennessee 17801. Applications completed by February 15, 1992.

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Mistory: U.S. History. Historian specializing in U.S. History: Historian specializing in U.S. History is used in U.S. History in U.S. History in U.S. History is used in U.S. History in U.S. History in U.S. History in U.S. History is used in U.S. History in U.S. History in U.S. History in U.S. History in U.S. Women's Mistory in U.S. Women's Mistory in U.S. History in U.S. Women's Mistory, a law stemaster survey of U.S. history, and in professor in U.S. Women's history, a law stemaster survey of U.S. history, and in unique in U.S. Women's history, a law stemaster survey of U.S. history, and in professor possible. Responsibilities will include teaching U.S. Women's history, a law stemaster survey of U.S. history, and in the professor for suble Responsibilities will include teaching U.S. Women's history, a law stemaster survey of U.S. history, and in the professor will be used to the unique of history difficulties in Andrew Mistory, a law stemaster survey of U.S. history, a law stemaster of the professor will be used to the professor wi

NORTHERN KENTUCKY UNIVERSITY College of Professional Studies

Tenure Track Faculty Positions The Faculty of the College of Professional Studies invites applications and nominations for the following positions:

DEPT. OF COMMUNICATIONS

Assistant Professor in Radio/TV tenure-track position beginning August, 1992. Requirements include a Master's Degree in Radio/TV or related field and professional video production experience; Ph.D. preferred. Nine-month faculty salary in the upper twenties; summer teaching available. Additional stipend for advising the TV station.

DEPT. OF EDUCATION

Assistant Professor, Science Education. Tenure-track position beginning August, 1992. Requirements: Doctorate degree for ABDI and documentation of 3 years public school teaching experience. Preference will be given to candidates having taught in early elementary grades. Application deadline: February 1, 1992 or until position is filled.

DEPT. OF NURSING

Tenure-track faculty position beginning August, 1992 in baccalaure-ate/masters program for registered nurses. Requirements: Doctorate in Nursing or related field; Master's degree in community nursing: licen-sure eligible in Kentucky and Ohio; clinical and teaching experience preferred. Applications will be processed until position is filled.

DEPT. OF TECHNOLOGY

Assistant or Associate Professor of Office Systems Technology, Full-time, tenure-track position teaching courses with emphasis on business communications, office management, and computer applications. Earned doctorate in Business Education/Business Administration, or Information Systems with extensive work in office systems technology Relevant office experience required. College level teaching/advising experience desirable. Evidence of publication and research endeavors required. Application deadline is February 29, 1992. Appointment date is August, 1992.

assistant Professor of Industrial Technology pending funding. Full-time tenure-track position teaching courses in the associate and bachelor's degree programs in construction. Doctorate degree in industrial technology, construction management or closely related field required. Relevant work experience required. College level teaching/advising desirable. Evidence of ability in scholarly endeavors is required. Application deadline is February 29, 1992. Appointment date is August 1992.

Assistant Professor Engineering Technology. Tenure-track position to teach courses in materials, static, dynamics, heat transfer, manufacturing technology and related areas. Appropriate master's degree required, doctorate preferred. Industrial experience and teaching experience are desirable. Application deadline is February 29, 1992. Appointment date is August, 1992.

NORTHERN KENTUCKY UNIVERSITY is a comprehen NOMITIEM RENIUCKY UNIVERSITY is a comprehensive, metropolitan institution offering Associate, Bachelor's and Graduate degrees. Located 8 miles southeast of Cincinnati. OH, the University enroils 11,000 students. For further information regarding the positions, call (606) 572-5568. To apply, candidates should submit a lotter of application, vita and three letters of reference to: Dr. Tom Isherwood, Acting Dean, College of Professional Studies, Northern Kentucky University, Highland Heights, KY 41099-6006.

All positions are available pending funding for August, 1992. NKU is an Equal Opportunity, Affirmative Action Employer and encourages the applications of qualified women and minorities.

EEO institution.

Mistory of Technology and Science: The Administrative Science Department and the Program in Science-Technology Studies at Colby College are seeking a one-year subbatical replacement for 192/93. Possible courses to be taught include Business Ethics, issues in Management, Technology and Corporate Strategy, Senior Protects for Science-Technology Studies, and other courses in history of science and technology. Candidates about have Ph.D.'s in hand. Colby is a highly selective liberal arts college in Maine. To apply, please send a felter of application, resums, and rames of three references to: Leonard Reich, Administrative Science Department, Colby College, Waterville, Maine D4801. Review of applications will begin February 1, 1992 and will continue until the position is Billed. Colby is an AA/EO Employer and strongly ecocourses applications from women and minorities.

Foundation. Two applicants will be chosen for year-long fellowships, tengwable for up to three year. Applicants should have a higher research degree and a specialised knowledge of the history of the region and of its Indo-Persian historical literature. The project requires one fellow with high proficiency in Bengali and some proficiency with Urdus, Pathio. Persian, and Arabic. The project requires another fellow with high proficiency in Urdu and Arabic. The Fellowship will be a half-line research appointment and a salary of \$20,000. Applicants should write before 5 February 1992, stating their qualifications, academic netwers of up to three academic referees to the attention of. Helen these, Center for Middle Bastern Studies, Harvard University, 1737 Cambridge Street, Cambridge, Massachiseits Q2138. Harvard University is an AA EEO institution.

History of Technology and Science: The Administrative Science Department and the Program to Science-Technology Studies at Colory College are seeking a one-year sabbatical replacement for 1992/33. Possible courses to be taught lecked Business Ethics, issues in Management, Technology and Corporate Strategy, Senior Projects for Science-Technology Studies in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Projects for Science-Technology Studies, and other courses in history of science and technology and Corporate Strategy, Senior Proje

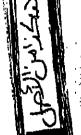
encourages spelications from women and minorities.

Mistory/Philosophy: Western New Mexico University invites applications for a Tenure Track Assistant/Associate Professor in History: Surpose Early and Late), Russia, and Artica or the Middle East, in the Department of Humanidies. Responsibilities: Teaching responsibilities include World Civilization and introductory courses in philosophy. Education and Experience: Ph.D. by August 1992 in History with background sufficient to leach introductory Philosophy courses. Evidence of potential for successful contributions to leaching, research, and service. To apply: Send letter of intent, returnel, legible transcripts, and three letters of recommendation to Ma. Conste C. Ruiz. Director of Human Resources, Western New Mexico University, P. O. Box 680, Silver City, New Mexico University, P. O. Box 680, Silver City, New Mexico University, P. O. Position will begin on March 15, 1992. Position will premain open until filled. WIMMU—An Afternative Action, Equal Opportunity Broolover.

Home Economics: Head, Department of Home Economics: Head of the Department of Home Economics. The Committee College of Human and Community Science viii. Human 2016 in Review of applications will begin on March 15, 1992, Position will penal open until filled. WIMMU—An Afternative Action, Equal Opportunity Broolover.

Home Economics: Head, Department of Home Economics of Head of the Department of Home Economics. The





BULLETIN BOARD: Positions available

ability in both biology and science education.

tivity and have demonstrated excellence in teaching.

THE CITY COLLEGE OF NEW YORK, CUNY

THE SCHOOL OF EDUCATION

The School of Education of the City College of the City University of New York invites applications for three tenure track positions anticipated for the Fall of 1992 in the departments of: Elementary Education, Social and Psychological Foundations and Technology and Occupational Education. Outstanding persons with carned doctorates appropriate to the position and proven records of scholarship are sought to teach at the undergraduate and graduate levels. Rank and salary are components with undergraduate.

Elementary and Early Childhood Education Requires demonstrated experience at both the college and elementary levels in teaching developmental mathematics from a constructivis

Social and Psychological Foundations of Education

Requires a strong background in historical and/or philosophical foundations of education as well as expertise in one or more of the following: urban education, multicultural (saues, socia) studies methods, school reform and innovative practices, qualitative research; and critical sectorics.

Requires teaching in programs for limer city teachers which stress the link between educational theory and practice

Technology and Occupational Education
Requires expertise in mandated middle school curriculum, communications systems (including graphics, video and desktup publishing), and electronic communications including Analog and Digital. Experience required in professional technology education including methodology and supervision.

ville, Alabama 36265.

VISITING EMINENT SCHOLAR

BIOLOGY/SCIENCE EDUCATION

Jacksonville State University

Jacksonville State University invites nominations and applications for a visiting appointment for 1991-1992 as an Eminent Scholar in the Department of Biology. The appointee ideally will bring to the Department a demonstrated interest and

The duties associated with this position are negotiable; however, the appointee will be expected to teach one or more undergraduate and/or graduate courses and conduct research in areas of the individual's interest. The Eminent Scholar also will be

expected to essist faculty in the development of laboratories that emphasize science as a process in Introductory Biology (and/or other courses) and, depending on qualifications, participate in the development of off-campus environmental activities at Little River Canyon (a proposed National Preserve).

The appointee must hold the Ph.D. and a current rank of associate professor or

professor. The individual should enjoy a national reputation for scholarly produc-

Terms of the appointment, including length (12 months or less), salary (very competitive, depending on qualifications, experience and research record) and other support (travel, etc.), are negotiable.

Jacksonville State University is a primarily undergraduate campus, enrolling 8,000 students. Located in Northeast Alabama, it is convenient to both Birmingham and

Nominations/applications accepted until position filled; initial review will begin February 17th. Send letter of application, résumé, and the phone numbers/addresses of three references to: Personnel Services, Jacksonville State University, Jackson-

AN EO/AA EMPLOYER



BUSINESS FACULTY POSITIONS

St. Edward's University invites applications and nominations for the following faculty positions available beginning in the Full Semester 1992:

FINANCE

Assistant/Associate Professor to teach in graduate and under-Assistant/Associate Professor to teach in graduate and under-graduate business programs, advise students and actively partic-ipate in planning, coordinating, and enhancing Finance as a major area of study. Doctorate in Finance preferred, Tenure track, Salary: \$35,000-\$45,000 for nine months depending upon qualifications. Extra compensation for summer courses and pos-sibility of endowed chair.

MANAGEMENT (2 POSITIONS)

Assistant/Associate Professor to teach in graduate and under-graduate business programs, advise students and actively partic-lyate in planning, coordinating, and enhancing Management as a major area of study. Doctorate in Management preferred, Con-centration in Behavioral Management, Quantitative Methods, and Management Information Systems preferred. Termre track, Salary, \$32,000-\$40,000 for nine months depending upon quali-fications, Extra compensation for summer courses. fications. Extra compensation for summer courses.

REVIEW OF APPLICATIONS WILL. BEGIN IMMEDIATELY AND CONTINUE UNTIL POSITIONS ARE FILLED.

St. Edward's University is an independent Catholic University with a commitment to a diversified community. The current enrollment is 3,000. The campus is located on a hilltop overlooking Austin, the capital city of Texas. The school was founded by the Congregation of Holy Cross and chartered in 1885.

Please send letter of application, vitae, and three letters of reference regarding professional performance to:

School of Business Search Committee Campus Mail Box 1020
St. Edward's University
3001 Sauth Congress Ave.
Austin, Texas 78704

St. Edward's University embraces excellence through diversity and especially encourages applications from members of under-



Chair

Occupational Therapy Department

Assistant/Associate Professor and Chair of new OT department. Doctorate preferred; Master's, eligibility for Ohio Licensing, teaching, service and administrative experience required. Chair will continue to develop and will implement a new bachelor's level program in Occupational Therapy which is scheduled to begin September, 1993, Duties include administration, teaching (specialization open) and scholarly activity. Xavier is an urban Jesuit university with a strong commitment to professional education in the liberal arts tradition. Position starts September, 1992. Final date for application is February 15, 1992. AV

Bend letter of application, résumé and three letters of reference to: Chair, OT Search Committee 119 Alter Hall

Humanities/Spanish intellectual Heritage/
Spanish. The Department of Humanities at the Philadelphia Callage of Pharmacy and Science Cocrated in the University City area) seeks condidates for a tempre-track position in Spanish at the assistant professor level beginning August, 1992. The Primary teaching assistanted of this position will be in an interdisciplinary two semester cottes on Intellectual Heritage. The intellectual Heritage. In 1992; a sylabuti is available for the review of prospective candidates, in addition, courses in Riemeniary/Intermediate Spanish will be required. Generalist wanted with williamers to develop and teach a course in Lalin America Civilization in Empish; ability to leach French and/or latina az asset. Ph.D. and college teaching experience required; publications preferred, Send letter of application, currectules with will be mines of

hibiting shilliy to conduct scholarly activity, acquire external funding, and develor local business interest and support. Responsibilities of the position include: directing and coordination, teaching, student advising, supervision, program development and evaluation, Position available August i, 1992. Curdidates should aubunit a letter of application and detailed vits to Dr. William II, Dally. Communication Arts Department. Xavier University, 1860 Victory Farkway, Cinchinasi, Chio 45207. Application deadline: March I, 1992. Women and minority candidates are particularly excessinged to apply. Xavier University is an affirmative action and equal opportunity employer.

Texas A&M University DEPARTMENT HEAD

Department of Health & Kinesiology

College of Education

The College of Education at Texas A&M University invites applications for Head of the Department of Health and Kinesiology. The Department of Health and Kinesiology has 63 full time faculty with 128 graduate and 888 undergraduate majors. Areas of specialization include: health education, safety, pedagogy, sports management, exercise science, and outdoor leader-

The position requires an earned doctorate. The successful candidate will have academic experience in administering and delivering one or more programs associated with the designated areas of specialization. This person will be expected to: provide visionary leadership in enhancing baccalaureate, masters and doctoral programs, to conduct state-of-the-art research, and to publish in scholarly journals. Experience with extramural funding is highly desirable. The position also requires the administration of a very large physical education activity program and recreational sports program. Salary and rank will be commensurate with experience.

Date of employment is negotiable, but anticipated to be August 1, 1992. Complete applications will consist of a letter expressing interest in the position and describing the candidate's record of accomplishments; a current curriculum vitae; and the names, addresses and telephone numbers of at least three references. Applications will be accepted through February 29, 1992.

Jon Denton Chair, Search Committee Texas A&M University College Station, TX 77843-4222 409-845-5311

Texas AGM University is an Equal Opportunity, Affirmative Action Employer



Oregon State University DEPARTMENT OF EXERCISE AND SPORT SCIENCE

PHYSICAL EDUCATION: Oregon State University, Department of Exercise and Sport Science. Movement Studies for the Disabled: Assistant Professor. Department of Exercise and Sport Science. Movement Studies for the Disabled: Assistant Professor. Department of Exercise and Sport Science is seeking applicants for a tenure track position with primary responsibility in the area of Movement Studies for the Disabled. The appointee will be expected to teach undergraduate and graduate courses in Movement Studies for the Disabled, and other areas consistent with the appointee's background; conduct research and seck extramural funding; serve on departmental committees; arrivise undergraduate students; direct graduate students with special committees; arrivise undergraduate students; direct graduate students include serving as a consultant and supervisor in the Oregon State University Special Physical and Motor Fliness Clinic and direct a Physical Activity program for university students with special needs.

Qualifications include doctorate in Novement Studies for the Disabled or related field; previous teaching and/or clinical experience; evidence of research capability; effective communication skills; commitment to qualify undergraduate and graduate education.

Applicants should submit letter of application, vila, transcripts, and three letters of recommendation specific to this position to: Dr. Christian W. Zauner, Chair, Department of Service and Sport Science, Langion Hall 214, Oregon State University, Corvallis, Oregon State University is an Affirmative Action, Equal Opportunity Employer and compiles with Section 504 of the Rehabilitation Act of 1973. Oregon State University of being responsive to the Rehabilitation Act of 1973. Oregon State University of being responsive to the Rehabilitation Act of 1973. Oregon State University of Being responsive to

cial interest to candidate. Qualifications: Ph.D. in Geology, Geography, or Environmental Studies. Introductory scology, world geography, and eavironmental studies courses required; hydrogeology and/or GIS experience desirable. Persons committed to undergraduate teaching and ageneral education are encouraged to apply. Salary: 528, 200. Send letter of application, festimate and three letters of reference by February 20, 1992 to Gaynelle Pratt, Office of Human Resource Massgement, Keepe State Cologe, Keens, Now Hampshire G3431. AA/EOH.

industrial Education: Manufacturing, Clem-son University, Clemson, South Carolina. Tenura-track faculty to teach Manufactur-les, including CNC, CIM, and CAD. Also to teach graduate and undergraduate pro-fessional control tog, including CNC, CIM, and CAD. Also to teach graduate and undergraduate professional courses. Beginning date August 15, 1992. Assistant or Associate Professor datesmined by previous experience. Doctorate required. Successful teaching experience at the accondary and/or elementary level required, with college teaching and industrial experience desired. Send resume by March 1, 1992, to Dr. Gerald G. Lovedahl, Chair of Search Committee, Department of Industrial Education, 0-01 Tillman Itali, Clemano University, Clemson, South Carolina 29543-071; phone 803-656-3477. Clemanon University is an Affirmative Action, Equal Opportunity Employer.

Dr. William I., Daily. Communication Arts
Department, Xayler University, 3800 Victerry Parkway, Cincinnati, Ohio 45207, Appilication deadline: March I., 1992. Women
and minority candidates are particularly
excouraged to apply. Xavier University is
en affirmative action and equal opportunity
employer.

Human Resource Management; Faculty appoint ment at Verming University to
teach classes in the Human Resource Management are as the undergraphist level beadjusted in Industrial Education/Assurface industrial class
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technology (Manuface
transport of Education and Education), assistant/associate professor, almost to the court track position, and reduction in the court track position, and tracking in the court of the court

Industrial Technology: Tenure track posi-tion available August 17, 1992. Target level assistant profestor. M. S. in Industrial Technology, Manufacturing Engineering or related field required; Ph.D. proferred. Teach undergraduate manufacturing courses in two or more of the following: Materials Processes, CNC, CAM, and Pro-duction Management. Send letter of arphi-callon, resume, official transcripts and three current letters of recommendation to Dr. Randall Shaw. Charmene three current letters of recommendation to br. Randall Shaw, Chairperson, Department of Industrial Technolosy, Southeast Missouri State University, Cape Ginardeau, Missouri S701, by February 1, 1992. Southeast Missouri State University is an equal opportunity/M-F/affirmative action employer.

Institutional Research/Development: Eautem Arizona College—Reopened. Institutional Research and Development Officer; doctorate preferred. Salary: 332,972-337,510 (12 month position, july 1-june 30). Closing date: open until filled. Position starting date: a soon as possible. An equul opportunity, affirmative action employer. Apply through the Vice President of Academic Affairs. Thatcher, Arizona 25552, or phone (602) 428-8201.

Intellectual Heritage: See our advertise-ment under History/Humaniles, Philadel-phia College of Pharmacy and Science.

Interior Designt Interior Design tenuretrack position, some Foshuon Merchandsing background desirable Beginning date.
August, 1992. Responsibilities: teach undergraduate courses in interior design and
possibly in fashion merchandissing. a.a.
demic advising; perform scholarly activity
Qualifications: doctorate preferred; university teaching asperience required; industry
experience desirable. Review of applications begins February 15, 1992. Send letter
of application, resume, official transcripts,
grid three letters of recommendation to Dr.
Gwen Sheldon, Chair, Personnel Committee, School of Human Environmental Scicocs, California State University, Chico,
California State University, Chico,
California State University, Chico,
California 93929-0002; Telephone, 916-878International Business/Marketing; School of
Management, University of Alaska Fairbanks, Assistan/Associate rank Internatoraks, Assistan/Associate rank Interna-

ment under History/Humanities, Philadelpha College of Pharmacy and Science.
Interdisciplinary Studies: Ses our advertisements under Iljstory/Humanities and Humanitios/Spaniah, Philadelphia College of Pharmacy and Science.

Pharmacy and Science. International Business/Marketing School of Management, University of Alaska Fairbusse Assistant/Associate rank International Duriness/Marketing position to teach independent of the programs of the property of the position of teach international Business and Marketing gouties to begin Fall 1992. AACSB accredited. Salaries are competitive with AACSB public whools, benefits are excellent. Family and resteational opportunities are outstanding. Candidates must hold an earned doctorate an February 14, 1992. Letter of application, and scholarly archievements, graduate transcripts, and three reference letters should be sent in: Dr. John Teylor. Head. Business Administration Department-School of Management, University of Alaska Pair Duniversity of Alaska 19 an EONAA Employshed by the University of Alaska must be flighble for employment under the Immigration Reform and Control Act of 1968 and are expected to possess a walld Social Security number.

International Programs: Italy: Resident Discussive Control and public relation to the programs abroad programs in nave seeking a greated professional travel in script and systems for evaluating public relation to the programs abroad programs abroad programs abroad programs abroad programs and country-specific pre-department of services and country-specific pre-department America Civilization in flassifies, biddity to teach fronts and/or liabna as asset. Ph.D. the control production preference, by Pebruary 5, 1992, to the control production preference, by Pebruary 5, 1992, to Williams 7, Pebruary 6, 1992, to Williams 1, Pebruary 6,



ASSOCIATE OR FULL PROFESSOR Race and Ethnic Relations

The College of Urban, Labor, and Metropolitan Affairs (CULMA) seeks The College of Urban, Labor, and Metropolitan Affairs (CULMA) seek a distinguished as their whose primary interest is the study of race and ethnic-hy-nelated issues. Camifidates from all disciplines and feeks of study with strong records of scholarship and continuing research interests in race and ethnic relations are encouraged to apply. The successful candidate will join a distinguished faculty of tern nationally recognized scholars who currenly as being recruited by CULMA. The primary focus of the position in race and ethnic relations will be research; teaching mornially will be limited to one course per semester. The successful candidate will have the opportunity to direct an institute focused on race-related scholarship and research, Opportunities to engage in race and ethnic-related scholarship with faculty from other WSU colleges and schools are substantial.

Other WSO canteges and schools are substantial.

CULMA was established to enhance the University's urban mission in research, service and teaching. The University and the College have selected race and ethnic-related research and education for significant programmate development. Wayne State is one of three major comprehensive research universities in Michigan. It entrolls more than 33,000 students—including nearly 13,000 graduate and professional students—in more than 175 feb. Its main campus is located in Detroit's University/Cultural Center district.

The position will be filled at the tenured associate or full professor level in an appropriate disciplinary department or within CULMA. Salary is negotiable, but will be nationally competitive and commensurate with experience and qualifications. The position is available for full 1992 and will remain open until filled. Applications from women and industry candidates are strongly

Applicants should send a letter of interest, curriculum vitae, and the name, addresses, and phone numbers of four references to:

Associate Provost Marie Draper Dykes, Chair Race/Ethnic Relations Search Committee College of Urban, Labor, and Metropolitan Affairs 3198 Faculty/Administration Building Wayne State University Detroit, Michigan 48202

Wayne State University is an equal opportunity, allumative action employs



NORTHERN MONTANA COLLEGE **Faculty Positions**

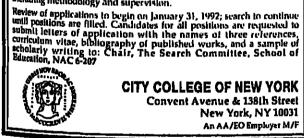
BUSINESS: Tenure frank position in business. Prognom retiones threadth in heading management and marketing wills. Master's Togores required, tearling especience and doctorate preferred. Experience in turbeity and/or an adentit technology pagamako insterred. Rank and salany communicationate with extinction and experience Screening loggins 2010/02. Available 1010/02

COMPUTER INFORMATION SYSTIANS: Tennie fra k pisstonin leaching tourses in computer programming languages, computer applie among and software engineering if the undergraduate level, his holes adecimed digites impairs and unitors, conculum development, and club, advining. Alach is Degree with C1s concentration and industrial Competence preferred. Will consider Master's 1 legace conflictates Must be competent teach undergraduate courses in Pascal, C, and data have programming telecommunications and undevolving, have the future of currency in the computing and time diame. Screening legios 1919-12 Available 1919-12.

DIESEL TECHNOLACCY: benare track program in a bring undergraduate heavy equipment courses. Eaching this subject areas win in as diesel engines, bydraufir s and interferom intactors. Knowledge of fact may may have they first brakes and drive main helpful. Obsersprorshillings include, courte almost development, storlerd advising, eith adjugg web-ing with factor clim is and factor to resource propers to flat helw's degree with teaching with actor clim is and factor to resource propers to flat helw's degree with teaching in direct required. Master's degree with the actor through and engineering experience professed Screening begins 2/10/92. Available Bire?

Rank and salary Commonwords with education and experience. Send a letter detailing

Rank and salary commonsurate with education and experience. Send a letter detailing career goals and interest in the position, are unit, france right, and three reference to the Martha Anne Dow, VPAA, Northern Montana College, Havre, MT 59501, AACOL



CITY COLLEGE OF NEW YORK

Convent Avenue & 1381h Street New York, NY 10031 An AA/EO Employer M/F

International Programs reports directly to the Vice President for Academic Affairs, laterstated candidates should submit the following information not later than February 20, 1992; current detailed resume, convicted that the submit of the current references including names, addresses and telephone numbers. First the submit of the current references including names, addresses and telephone numbers, to Richard Lec. Beart four numbers, in Richard Lec. Head, Journalism, South Dakous State University, Hrichinas, South Dakous 57007-0596 SDSU is an AAJECO employer of (FM) and encourages female and minority and institute is an Affirmative Action, Equal Opportunity Employer

oursalisms South Dakota State University Department of Journalism and Mass Cummageation seeks an assistant or associate professor to teach courses in advertising seasons of an AEIMC accredited property, be in advertising and public relations. Applicant's background would ideally be in advertising and public relations, but in advertising and public relations and interest of the property of the pr

Journalism/Advertising: Advertising faculty position. Actistant/Associate Professor to teach advertising cuprises and do research advertising. Will advige advertising malewish Studies: The Divinity Schpul seeks at scholar whom research and teaching attend to Jewish thought and interpretation within Preference will be given to applicants who have a strong research and teaching and madern period of research and demonstrated competence for teaching in an interdisciplinary statistic program. Rank and statery are open send applications by January 31. Sychool. University of Chicago. 1024 Equal Opportunity Employer.

Send Opportunity Employer.

Journalisms South Dakots State University of Chicago. 1024 Equal Opportunity Employer.

Journalisms South Dakots State University of Chicago. 1024 Equal Opportunity Employer.

Journalisms South Dakots State University of Chicago. 1024 Equal Opportunity Employer.

Journalisms South Dakots State University of McGaughey, Chaliman. Department of Journalism and Masta Cummentations seeks an assistant or associate soutence of an ACEIMC accredited properties of teach courses in advertising form the present of the programs and activities. The first of the programs and activities and public relations to the present of Affirmative Action, 318 West, 1621. Murray State University of Dorece Rauch, Director of Affirmative Action, 318 West, 1621. Murray State University of Dorece Rauch, Director of Affirmative Action, 318 West, 1621. Murray State University of Dorece Rauch, Director of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Dorece Rauch, Director of Affirmative Action, 318 West, 1621. Murray State University of Dorece Rauch, Director of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affirmative Action, 318 West, 1621. Murray State University of Affi

UNIVERSITY OF **SOUTHERN CALIFORNIA**

Henry R. Luce Professorship in Multiethnic and Transnational Studies

The University invites applications and nominations for the newly-created Henry R. Luce Professorship in Multiethnic and Transantional Studies, to begin September 1, 1992. The University seeks a distinguished senior scholar to act as a catalyst for innovative interdisciplinary scholarship in a campus-wide initiative to examine issues of ethnicity and diversity in the contexts of both American society and the omergent global community. The successful candidate will be appointed full professor, and should have academic credentials appropriate for tenure at that rank, though the candidate may or may not be seeking a tenured appointment. Institutional and disciplinary affiliations within the University will be determined through consultation with the successful candidate. Send applications and nominations to: Professor Michael Dear, Chair, Luce Professorship Search Committee. Division of Social Sciences & Communication, University of Southern Cullfornia, Los Angeles, CA 90089-4012. Applications received by March 1, 1991 will receive Immediate consideration, and the search will remain opon until the position has been filled. The University is an AA/EO employer, and especially welcomes applications from women and minority candidates.

master's degree (doctorate preferred) in journalism / communications or English, with substantial academic background in both; training and/or experience in teaching tournalism and composition and in advising student publications. Minority applications encouraged. Send letter, vita, all college transcripts, at least three current letters of recommendation by March 2, 1992, to: Dean James Pate, Livingston University, Station 973, Livingston, Alabama 33470. No consideration will be given to incomplete applications. Equal Opportunity Employer.

Law: The Texas Tech University School of Law is seeking resumes from persons interested in teaching courses in Texas Pre-trial, and Appellate Procedure. Experience in Texas Civil practice or teaching experience in civil practice or teaching experience in civil practice or teaching in the hospital desirable. There is some flexibility in choosing courses to complete the baince of a flui-time teaching load. Resumes and references should be sent to: Chair. Fertunnel Committee, School of Law (Exest Texas Tech University, Box 40004, Lubbock, Texas 79409-0004. Deadline for Responses: February 1, 1992. Texas Tech University is as Equal Opportunity. Affirmative Action Employer and encourages applications from members of groups currently under represented in higher education, including women, members of ethnic minorities and dasabled individuals.

disabled individuals.

Law/Economics: The Koch Distinguished Professorship in Law and Economics, University of Kansas, The Schouls of Law and Business at the University of Kansas seek to fill the position of Koch Distinguished Professor in Law and Beconomics. The successful candidate will hald a joint appointment in law and business and will be expected to contribute to the overall service and trechling mission of each school. In additive, the Roch Professor will advance an established research psends in the areas of law and economics. The Koch Professor will advance an established scholar and teacher with national and international credentials. A full or J. D. is required. A Ph. D. and J.D. are preferred. Candidates schools had been considered at an intellectual leader with the disciplines reflected in the little of the professorabin. The sponince is expected to offer evidence of a strong commitment to fer evidence of a strong commitment to ward and outstanding success in tesching had o

but a visiting temporary annolutment is possible beginning in the fall of 1992. Salary is negotiable depending upon credentials. Applications should include a letter of interest, a complete curriculum vitae and the names and telephone numbers of five references. Applications may be sent to: Dean Robert H. Jerry, II, School of Law-University of Kansas, Lawrence, Kansas 66045. Nominations may be sent to the same address. Pull consideration will be given to applications and nominations which are postumrked by February 15, 1992. Applications and nominations will be accepted until the position is filled. EO/AA Employer.

new positions, it any, may be avoided our a given senester can rarely be determined more than a few months in advance, inter-eated applicatus are advised to submit ap-plications in a timely way: J. Silver, Dean'a Office, St. John's College, Santa Fe, New Mexico 87501. EOE.

Positions in Mathematics Education, Science Education and Educational Administration

University of California, Irvine

The University of California, Irvine seeks applicants for Assistant of Professor positions in Mathematics Education and Science Education, and an Associate Professor position in Educational Administration, for the 1992/93 academic year. Preference will be given to candidates whose work has addressed the needs of diverse school populations. Requirements: Earned doctorate in a pertinent field, a distinguished record of research and scholarly publications. and successful teaching experience. Responsibilities: Successful applicants will participate in instruction within new graduate programs, be actively engaged in scholarly research, and contribute to programs which prepare leaders within K-12 education. UCI is an Affirmative Action Employer and welcomes applications from minorities and women in these or other educational fields, including those who have expertise in educational technology. Applications should include a resume, three letters of recommendation, and copies of recent publications. Applications received by March 1, 1992 will be most timely, although later applications will be accepted. Application materials should be sent to: Alan Hoffer, Director of Education, University of California, Irvine, Irvine, CA 92717



Western Illinois University

Chairperson, Department of Media and **Educational Technology**

Position: Department Chairperson, Media and Educational Technology, Primary responsibilities are to administer the department of 9 faculty and 9 staff; administer program in photography/media; administer courses in educational computing, library science; develop the master's degree in educational technology; oversee University's Satellite Education Network; manage the College of Education Electronic Classroom and the Instruction design services for the College. The chairperson reports to the Dean of the College of Education.

Rank & Salary: Rank appropriate to experience. Salary competitive. Twelve-

Qualifications: Required: Minimum carned master's degree plus thirty semester hours in a field related to the infision of the department, two or more years of administrative experience in a related area, knowledge of instructional development, a record of professional activities, demonstrated leafership and a vision for the utilization of the educational technology. Preferred: Terminal degree, experience in loaching/administering in higher education evidence of writing/administering grants, and experience in the application of technology to teaching.

The University & Community: Western Illinois University is a regional state university with 1,300 students and is located in a community of 20,000. The community possesses all the advantages of a mid-sized university. It is located within easy driving distance of three metropolitan areas.

Deadline: Screening hegins after February 18, 1992 and will continue until position is filled. Starting date July 1, 1992.

Send a letter of application, three letters of reference, vita, academic transcripts and other documentation of accomplishments to:

Dr. Donald t. Troyer, Chairperson Media & Educational Technology Search Committee Western Illinois University Macumb, Illinois 61455 (309) 290-1961

Western Illinois University is an Affirmative Action, Equal Opportunity Employer strongly committed to diversity.

Algermissen, Lister Hill Library of the Health Sciences, University of Alabama at Birmingham, UAD Sention, Birmingham, Alabama 35294-0013, EOE/AA.

Library: Senior Assistant/Associate Librar-ian. Provides the full range of acodemic ref-erence services. Performs database search-es, Instructs patrons in the use of CDROM and online databases and the library'a OPAC, actively participates in library in-struction and reference activities, including some evening and weekend hours as as-signed. Minigrum qualifications: ALA ge-credited degree. One to three years of rele-

of Maine. The AUBG is a recently incorpo-tated institution of higher education locat-ed in Bingoevarad, a city of 75,000, approx-imately 80km southwest of 50hs. The Uni-versity opened in October, 1991, with an entering class of 208 students. Approxi-mately 90% of the first year class are Bul-garian citizens; the remainder are interna-tional students. The University will grow to a student body of 1,200 by its fourth year of operation. Proposed major areas of sludy include: American Studies, Applied Eco-nomics, Business Administration, Comput-er Science, English Language and Litera-ture. Public Administration, Political Sci-ence. Jeguralism and Mass Communicasome evening and weekend hours as assigned. Minimum qualifications: ALA accredited degree. One to three years of relevant experience in the above areas, excellent interpersonal and writing akilis, knowledge of bibliographic instruction techniques and practices. Desirable qualifications: accord maater's degree, preferably in the sciences. Permanent tentre-track appointment, Personal interview required. Finalistis, will be invited to campus. Position will open July 1, 1992. Current salary range is \$16,688 to \$63,948. Submit a letter of application and resume by March 20, 1992 to: Liberry Recruitment Committee. California State University. San Bernardino, Sido University Parkway, San Bernardino, Sido Handley San Bernardino, Sido University Parkway, San Bernardino, Sido University San Bernardino, Sido Salary: Sido Solo, Benefite de Sido Salary: Sido Benefite de Sido Committee, University of Maine, Raymond H. Fogler Library, Onono, Maine Guide TilaACREF, life and health insurance Send cover letter, returned to AUSO Library Director Selection Sido Salary: Sido Benefite de Sido Salary:





NATIONAL CENTER FOR COMMUNICATION STUDIES

Faculty Positions

Radio/Television Program

POSITION 1: Assistant or Associate Professor to teach primarily compara-live, Intercultural, and international communication, and processes and effects, plus courses in one or more of the following: communication the-ory, development communication, research methods, management and economics, changing technologies.

POSITIONS 2-3: Two Assistant Professors, one to teach primarily audio design; one to teach primarily video design; plus courses in one or more of the following: management and economics, programming, aesthetics and criticism, process and effects, changing technologies, scriptwriting. One position will include supervision of the Program's carrier-current radio sta-

THE UNIVERSITY: The George Washington University, founded in 1821, is located on a modern campus in the heart of the nation's capital, at the hub of national and internalional events.

of national and international events.

THE CENTER: The university established the National Center for Communication Studies in 1971 to assume a leadership position in educational, creative, and scholarly activities relating to the study of communication. The Radio/Television Program, with five full-time faculty, is housed in extensive audioviduo production facilities opened in 1987, and offers an undergraduate curriculum with a strong interdisciplinary liberal arts framework. The National Center also offers curricula in Journalism, Political Communication and Speech Communication, and a cooperative program with the Graduate School of Political Management.

TERMS: Academic was a temperaccuring appropriate to be seen as force.

TERMS: Academic year, tenure-accruing appointments beginning in September 1992. Summer employment usually available. For all positions, Ph.D. required. Preference given to candidates with established records of research and publication in addition to evidence of effective teaching. Salary commensurate with academic and professional experience.

APPLICATIONS: Applications will be reviewed bosinning February 10, 1992. Please send letter of application specifying position applying for, resume or curriculum vitae, letters of reference, and evidence of scholarly accoment and teaching ability to:

Prof. Jarot B. Manhelm, Director National Center for Communication Studies 801 22nd St., NW, Suite T-409 The George Washington University Washington, D.C. 20052

The George Washington University is an Equal Opportunity, Affirmative Action Employer.

EDUCATIONAL LEADERSHIP

Fall 1992

Full Professor of Educational Leadership The candidate must be able to decronwrate a strong communication to the educational administration reform movement and to the development of a doctoral program focusing on the growing cultural diversity of central and south Texas. Responsibilities usclude serving on the doctoral development team, supervising research, teaching, advising students, and assisting in the ongoing development of a monthly established Masser's Degree and Certificate programs in Educational Leadership. Required qualifications. Doctorate from an accredited function on the Control of Scholarship commensurate with appointment to Full Professor rank with tunture, successful university reaching expensions: demonstrated ability to interest in a collaborative entire the program of the second of a culturally diverse population, collaborative experience with public achood destricts. Seed a letter of application stating interest in the position and a summary of how the required qualifications are med and an understanding of the educational administration reform movement. Along with the letter, please includes with, a list of five people who may be contacted as references, and transcripts. Mait for Chair, Educational Leadership Search Committee, Division of Education, The University of Texas at San Annoino, San Annoin, Texas 78249-4054. The deadline for submission of applications is March 1, 1992. The UTSA is an Affirmative Action, Equal Opportunity employer. Women and minorities are encouraged to apply.

ilbrary: Blological Sciences Reference Librarian. Works with faculty and students in assigned academic departments to determine service needs and program requirements. Provides reference service in all science and engineering disciplines. Designs and conducts classos and seminars in information research methods. Responsible for all especies of collection menapoment and development for assigned subjects. Requires ALA accredited MLS, and biological science background. Appointment at Assistant/Associate Librarian isclessical science degree or stanificant biological science background. Appointment at Assistant/Associate Librarian level, salary range is 524,668-530,496. Applications will be reviewed starting March 1, 1992. Send resume to Detrice Bankhead, Assistant Description of Collikarias, Santa Berbara, Cationia 93106, UCSB is an Affirmative Action, Equal Opportunity Himployer. Proof of U.S. clittenship or eligibility for U.S. employment required prior to employment.

Library: Librarian/Education subject agencial science and pools of the two-year college. A master's degree in an academic discipline and pools of the two-year college. A master's degree in an academic discipline and pools of the two-year college. A master's degree in an academic discipline for the subject agencial science for a polication, disturding applications for a nine (9) prouble eaues track position. Responsibilities: Recorts to Disconsistent Action, Equal Opportunity Emposition. Responsibilities: Recorts to Disconsistent Action. Responsibilities: Recorts to Discon

uialis. Jackognyille State University, to cated in Northeast Albabara invites ambications for a nine 49 month tenues track position. Responsibilities: Reports to Director of Print Media, Performs bibliographic, reference, and collection development duities in subject division library. Responsibilities: Reports to Director of Print Media, Performs bibliographic, reference, and collection development duities in subject division ibrary. Responsible for collection and services on Education Soor, and serves as liakon with College of Education. Qualifications: MLS from an ALA accrealized program and strong interpersonal and commitmentations askills required. Academic library experience and graduate degree in Education preferred. Sakary: Commensurate with experience, Pleasa substait letter of application, and réstant of Personnel Services, Jackson/illo, Alabama 36265. An RO/AA Employer.

Uhrary: Assistant Director of Technical Services (CliffRS), which are in the content of the properties and an advisting of the Commensuration of the Casimajas Section. Responsibilities will include supervision and annagement of authorities, as well as periginal cajaloging in an environment of automated bibliographic control using OCLC and NOTIS. Master's degree

Bill and Vieve Gore School of Business



Westminster College OF SALT LAKE CITY

Teaching excellence and commitment to professional activity and college governance are expected. Business experience to desired. Individuals must teach 24 semester hours of undergrachate and graduate rourses per academic year Positions begin Fall 1992 Candidates should send at letter of application, vita, transcripts and three letters of recommendation by January 31, 1992, to Dr. James Setdelman, Dean, Gore School of Business, Westminster College of Salt Lake City, 1840 South 1300 East, Salt Lake City, Utah 84105

Accounting: 2 positions Graduate and undergraduate teaching responsibilities include triansgerial and cost eccounting, fund eccounting, intermediate, tax, intermetional, principles, and computer applications. Ph. Jo or ABD nearing completion preferred Candidates with CPA or CMA and Master's in Accountancy or MBA with successful teaching experimentally the extension of the extension.

Marketing: Teaching responsibilities include undergraduate and graduate level marketing course with emphasis on strategy, international, health care, high technology, principles, and computer applications. Ph.D. in marketing preferred, Ph.D. in related field with significant professional activity in marketing or ABD in marketing nearing completion will be considered.

Management Information Systems: Teaching responsibilities include undergraduate and graduate level courses in MIS and business computer applications. Ability to support other disciplinary areas within the business contoulum is destrable. Ph.D. required. ABD nearing completion will be considered. Professional experience in information systems is destrable.

Manusperment: Teaching responsibilities may include undergraduate and graduate courses in management principles, human resource management, training and development, busi-ness educa, small business management, strategy, computer applications, and avisition studies Ph. D. in management preferred Ph. D. in related fletch with significant professional activity or ABD in management rearing completion will be considered.

OHIO UNIVERSITY

Interior Design and Textiles & Clothing

TWO 9-MONTH TENURE TRACK FACULTY POSITIONS FOR FALL 1992. Instructor or Assistant Professor.

Interior Design. Teach undergraduats lecture/studio courses including residential and office design, business procedures and interior finish materials and participate in professional organizations. Master's required, Ph.D. preferred. Textiles and Clothing. Teach undergraduate/graduate courses in fashion and retail merchandising and textile sciences and participate in professional organizations. Direct theses. Ph.D. preferred or significant progress toward doctorate.

All positions require involvement in research or creative activity, advising and university service. Rank and salary commensurate with qualifications. Send letter of application, vita, three letters of recommendation and transcript to:

Dr. Judy Matthews, Director School of Home Economics Ohlo University Athens, Ohlo 45701-2979

Deadline March 1, 1992 or until position filled. AA/EOE.

Distinguished Visiting Professor

Washington and Jefferson College

Washington and Jefferson College seeks a Distinguished Visiting Professor for Fall, 1992. The primary responsibility will be The Freshman Forum, a program of seminars, lectures, cultural and intellectual sevents, and academic advising that provides freshman an intellectually challanging introduction to the liberal arts. The Distinguished Visiting Professor will teach two seminar sections as well as contribute to The Forum through participation in such activities as lectures, debates, or panel discussions. In addition to The Freshman Forum, the Distinguished Visiting Professor could teach an upper-level course in an appropriate academic discipline.

Salary to be commensurate with qualifications. Seed septimizes and

Balary to be commensurets with qualifications. Send application, nomination, or request for information to Dean Keren M. Bush, Search Coordinator, Weshington and Jefferson Colege, Washington, PA, 15301. Applications should describe reasons for applying and include résumé, names of three references, and documentation of teaching excellence at the undergraduata level. Closing date is January 31, 1892. AA/EOE.

couraged to apply.

Library: Acquistions/Periodical Librarian in the control of Michigan in seeking a librarian to supervise the Acquistions and Periodical sections of Technical Servicas Division. Work involves superviation and manuscement activities in an environment of automated bibliographic control. Qualifications include Master's degree in Library Science from an AL-accredited grogram. One or more years' professional library and supervisory experience desirable. \$11,42-\$15.51 per hour (approximately \$23,751-\$12.25] near hour (approximately \$23,751-\$23.25] near hour (approximately \$23,751-\$23.25] nea

leges. Send application, nominate to Daan Karen M. Bush, Bearch leges and coournentation of teaching a level. Closing data is January 31, and coournentation of teaching a level. Closing data is January 31, and coournentation of teaching a level. Closing data is January 31, and coournentation of teaching a level. Closing data is January 31, and the strong service in support of the structional and research programs offered by The Claremont Colleges, Qualifications are certified by the American Library of Michigan, P. O. Box 1007, 17 West Alleson, Landau, Michigan 48909. Equal Opportunity, Access Employer.

Library Reference Librarian for American Studies including Morth American history and ethnic studies, including the Judges related by the Collection Devices at rong service in support of the control and research programs offered by The Claremont Colleges, Qualifications, Subject specialist in American Studies and Collection Devices at rong service in support of the colleges, Qualifications, including the Librarian and provides at rong service in support of the colleges, Qualifications, including the Library personner. Knowledge of current bibliographic control systems and separations, including the American Studies including Morth American history and ethnic studies, including tudies related to the college of color collection of the Asian Studies Librarian reports to the Asian Studies Department of Colleges, Qualifications, the administration of the Asian Studies Department of Elevation and colleges of Colleges and Provides at the Asian Studies Librarian and provides at the Asian Studies Department of Colleges and Provides at the Asian Studies Department of Colleges and Provides at the Asian Studies Department of Colleges and Pr of papelication, and resume by 3:00 p.m., 28 February 1992 to: M. Robis VanAtaine, Fertonnel Administrator, Library of Michigan 48909. Hequal Opportunity. Access Emritoyer.

Library Hend Librarian: ALA secredited passers of decree with advanced eigene preferred. Three years' operation as calculation of the two-year college, an analysis of the two-year college, and master's degree in an academic distribution preferred. Application dealths: February 17, 1992. Send letter of application, described in the entire of the communications in the sequence of strong and written communications; 3) most value and organizing staff for group action, 4 thorough understanding of automation preferred. Application dealths: February 17, 1992. Send letter of application, described in the communication of automation of the pears' copyen and an amea, addresses and phone numbers of corpsis, Swainsboro, Georgia 30401. After the communication of the pears' copyen and the communications of the pears' copyen Library: Asian Studies Librarian (Search Reopened). The Asian Studies Librarian provides leadership in the development, management, and processing of the 80,000 plus voluntes of the Asian Studies Collec-tion of the Libraries of The Claremont Col-

Listary: Drury, a liberal arts college, is seeking two energetic reference librarians who are self-starters, challenged by bibliographic instruction, collection development, on-line searching, and scadenic liston responsibilities. Paculty status, tenure track, twoive month positions, twenty-two days vacation, TIAA-CRISF. Academic experience helpful; computer experience

previous supervisory experience, familiarity with automated library systems; understandate specialty in a social science discription of professed. Appointment range: 30545,500, based upon experience, attention and any social series of three expresses candidates should send letter of opplication, resume, and same of three references to Geneva Ferrell, Department of Human Recources. Brown University Box 1879FOR 180. Providence, Rhode Issaed 2012. Applications received by March 1, 1992, will receive first consideration. Brown University is un Equal Opportunity, Affirmative Action Employer

Heavy: The Northwestern University Gater Health Sciences Library invites and protection, Primary duties: to support the Director in the Associate Director in include; contract 1991, 1992, with the National Library of Medicine. The National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the primary local support the Director in the properties of the National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the properties of the National Library of Medicine: a submitted in the National Library of Medicine: a submitted of the National Library of Medicine: a submitted of the National Library of Medicine: a submitted of the National Library of Medi sould be self-motivated flexible and able to manage and accept change. Qualification: A-decreedited Master's desired manage and accept change. Qualification: Al-Accreedited Master's desired management and supervisory experience, instruction and supervisory experience, instruction of the following specialities: colocidon management, rare bookstarchives, information resolution, that Galter Library has a budget of \$1.5 million flowing specialities: colocidon management, rare bookstarchives, information management, rare bookstarchives, information management, it support user, a colocido of 249,000 voolumes receiving 2100 serials. The library is fluid-library a fluid-library is fluid-library and fluid-library and fluid-library and fluid-library and fluid-library and series area. Salary commensurate with experience, minimum \$45,000 Applications to 1 James Shedjock, Director, telum and names of 3 references. Address the superiences in the superiences of th of involvement with professional associations of the national and international accolations at the national and international levels. Demonstrated knowledge of methods and procedures for acquiring the national studies and procedures for acquiring his package. Application to the professional studies are processed in mick-530,00°s for substantial experience. 22 days' vacation, sood health and benefits package. Application Deadline: Application precise drive the process and telephone numbers of the package. Application Deadline: Application received by March 2, 1992 will receive first consideration. Preliminary interviews at ALA Midwinter in San Antonia. Texas. Send letter of application, full resume, and the names, addresses, and telephone numbers of the process of the consideration. The Libraries of the Claremont Colleger, the process of the convenient of the Claremont Colleger, the process of the convenient of the Libraries of Tine Claremont Colleger, the process of the convenient of the Libraries of the Claremont Colleger, the process of the convenient of the Library Documents Section and its deposition of the processing of the convenient of the Library Documents Section and its deposition of the processing of the convenient of the Library Documents Section and its deposition of the processing of the convenient of the Library Documents Section and its deposition of the processing of the proce

Employer.

Library: Government Documents Coordinator at Brown University Library. Responsible for the management of including the processing of the purchase of Documents Section and its depository collections (U.S., U.N., and Rhode Islands, including budgetion for the purchase of library material, processing of incoming material, maintenance of documents collections, provision of reference service for these collections, and ground too of documents by means of bibliographic instruction. Reports to the Heady, Scalid Documents Department. Requirement: ALA-accradited MLS degree; minimum of three years' professional library experience, preferably in an academic reveach library experience with U.S. documents.

BULLETIN BOARD: Positions available

Southern College of Technology

The School of Management currently offers the Muster of Science degree in Technology Management and has plans to begin a baccalanteste degree in this field within the near future.

Applications are invited for tenure-track faculty positions in this school. Teaching assignments will be at both the graduate and undergraduate levels. Positions are available at the Assistant-Associate Professor levels in the following area:

MANAGEMENT: Courses will be in the management, organizational behavior, technology unungement, business and society, strategic management, marketing, entrepreneurship, and/or labor-management relations.

Qualifications: Favorable consideration will be given applicants possessing the following credentials:

Please send letter of application, résumé, transcripts of collège, gradu-ate, and post-graduate work, and the numes, addresses, and telephone numbers of at least three references to: Dr. Robert J. Yaney, Dean, School of Management, Southern Collège of Technology, 1100 South Marietta Parkway, Marietta, GA 30060-2898.

Application materials must be received on or before February 15, 1992. Southern Tech is an equal opportunity complayer.

GETTYSBURG

A full-time, one-year sabbatical replacement (1992-1993) in the Department of Roligion for a specialist in the réligions of East Asia (e.g., Buddhism, Confuciantsm, Taolem, Shinto). Preference will be given to candidates

with an interdisciplinary perspective who will be able to contribute to the College's offerings in Women's Studies.

continue to the College's offerings in Women's Studies. Gettysburg College is a highly solective liberal antercollege located an hour and one-half from the Baltimore/Washington area. It is an Equal Opportunity. Affirmative Action Employer; women and minorities are encouraged to apply. Send applications, including curriculum vitae and names, addresses, and tolophone numbers of three relevances to leave the sense.

stances to Louis Hammann, Chairporson, Dopartmen

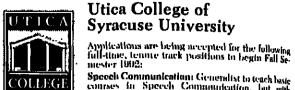
at Religion, Gottyaburg College, Gettyaburg, PA 17325; telephone: 717-337-6784. Applications received by February

telephone: 717-337-6784. Applications is 15 will be given fullest consideration.

(1) Ph.D., DBA, or related ductoral degree.
(2) Evidence of outstanding teaching ability.
(3) Record of research and publications.
(4) Relevant industry experience.

Starting date will be September, 1992.

Religion



OF SYRACUSE UNIVERSITY

Speech Communication: Generalist to teach base courses in Speech Communication, but with enough experience in Radho/TV to teach course in that area and to oversee compus radio station and new TV club. Doctorate or ABD. Spanishi Latin-Americanist to teach regular first-and second-year courses, a course for native speakers, and language courses for specialized fields, e.g. health sciences, international business, and criminal justice. Doctorate or ABD.

Mothematics: To teach courses at the undergraduate level. Demonstrated potential for excellence in teaching and expectation of research in speciality. Doctorate in math or math education required. Construction Managements Expertise in materials/methods, specifica-tions, estimating, planning/scheduling, and computer applications. Degree in Const. Mgt., architecture, or civil engineering, plus work experience required. Advanced degree destrable.

Applications are also being accepted for: Director of the Library: Responsibilities include administrative control; budget preparation and control; planning; line work depending on experience. Qualifications: MLS required, additional graduate degrees preferred; 4 years' academic library administrative experience; ability to work with multiple constituencies. Sensitivity to multicular, al issues on a culturally diverse campus.

To apply, send letter of application, vita, and the names of references to: Thomas G. Brown, Ph.D. Vice President and Dean of the College Utica College of Synacuse University 1600 Burrstone Road Utica, New York 13502-4892

Sourches will remain open until the positions are filled; early applica-tions, however, are best assured of receiving full consideration.

Utica College is an Affirmative Action, Equal Opportunity Employer and specifically encourages women and minorities to apply.

UNIVERSITY OF GEORGIA

Tenure Track Position in Educational Leadership

The Department of Educational Leadership at the University of Georgia has a tenure track vacancy for a faculty member whose preparation and scholarly interests are school leadership and instructional improvement. An earned doctorate in educational leadership jadministration and supervision) or provemate area is required. The successful candidate will be expected to teach and conduct research in school leadership, e.g. building teams, reaching consensus on goals, solving problems, resolving conflict, and developing staff knowledge, skills, and commitment. Preference will be given to candidates who have teaching experience in higher education, leadership experience in an elementary-middle-secondary school, and who have initiated a program of scholarship. Appointment will be made at the assistant professor rank at a competitive academic year salary with some opportunity for summer teaching. Some off-campus teaching will be required. Faculty members are expected to be outstanding teachers, have their own program of research, advise graduate students and direct doctoral research as well as contribute to the development of departmental programs. graduate students and orrect water in development of departmental programs.

Employment will begin September, 1992. Applications received by February 28, 1992 are assured of consideration. Candidates should send a letter of application and a vita and have three letters of recommendation for placement credentials and a transcript of their highest graduate degree work sent to Don Carver, G-10 Ademoid Hall, University of Georgia, Athens, GA 30602.

The University of Georgia is an Equal Opportunity. Affirmative Action Employet and applications from qualified minority and female candidates are encouraged.

OF SAFETY AND SPECIAL HOUSING SERVICES

COORDINATOR

Lehigh University seeks qualified applicants for the position of Coordinator of Safety and Southern Tech is a soutor college of the University System of Georgia. It is located twenty miles northwest of downtown Atlanta, in Cobb County. The College offers associate, baccalaurente, and master's degrees through schools of Technology, Arts and Sciences, Architecture, and Management. In 1991, it was selected Number 1 in the "Up and Coming" category for specialty engineering colleges by U.S. News and World Report. Special Housing Services will in the Office of Residentia Services. Responsibility for directing and coordinating the Residential Services Security Program along with coordinating all tire and tile salety programs. Also responsible for directing summer conference and questions. all we and we sately programs. Also responsible for directing summer conference and guest housing program and coordinating student wage/payroll program. Lialson with Campus Police and Student Life Office related to residential security; train and supervise staff.

Requires a Bachelor's degree with at least one to three years related experience, excellent organizational and interpersonal skills.

Lehigh University provides an excellent benefits package including health, life, and disability insurance, tuition remission for employees and dependents; hilly paid person long version. tuliy paid pension jian; vacation and sick leave. Send letter of application, resume, and salary requirements by January 24, 1992, to: David M. Joseph, Director of Residential Services, Rathbone Hall #63, Lehigh University, Bethlehem, PA 18015. Equal Opportunity/Affirmative Action Employer.



JAMES MADISON UNIVERSITY

The College of Education and Psychology invites applications for tenure eligible positions for the 1992-93 academic year, James Madison University is a state supported comprehensive university provide career preparation with a strong liberal arts foundation to an enrollment of 11,000 students. The College offers a variety of graduate (Ed. S. and Master's) and undergraduate teaching and non-teaching programs. Well qualified applicants with an earned doctorate preferred and appropriate experience are

DEPARTMENT HEAD, EARLY AND MIDDLE EDUCATION (Attained or meets requirements for Full Professor). Higher Education teaching and administrative experience: public school experience and academic background congruent with department (i.e., Early Childhood, Middie Education or Reading): and teadership, creativity and interpersonal relationship skills desirable. Responsibilities: Administer department including graduate and undergraduate programs in disciplines noted above; teaching graduate or undergraduate courses in area of training.

EDUCATIONAL ADMINISTRATION (Assistant/Associate Professor). Doctorate in Educational Administra-tion and teaching and administrative experience in public schools desirable. Responsibilities: Teach graduate courses in school administration and undergraduate professional education courses; advise students in master's program; help to implement a program emphasizing the preparation of leaders for rural schools with special attention to potential women and minority leaders.

INDUSTRIAL EDUCATION AND TECHNOLOGY (Assistant/Associate Professor). Doctorale in Technology, Industrial, Vocational or Trade and Industrial Education; excellent written and oral communication skills; knowledge of microcomputer applications in education; and a strong record of teaching, research and service desirable. Responsibilities: Teach undergraduate and graduate courses; advise students; develop partnerships with local businesses, school districts, and state agencies.

MIDDLE EDUCATION (Assistant Professor). Doctorate with emphasis in Middle Education (4th-8th grade) with preparation in math, science, or social science education and middle or elementary teaching experience. Responsibilities: Teach undergraduate and graduate courses primarily for middle education students; advise middle education students, and supervise student teachers.

PSYCHOLOGY DEPARTMENT (Three positions, Assistant Professor). For two positions we are seeking individuals committed to excellence in undergraduate teaching and involving undergraduate and graduate students in research. Preference will be given to candidates with clinical, developmental or other applied psychology training. Cottneeling Psychology position (third position) in CACREP approved Community Agency Counseling program. Experienced teacher and clinician to teach and supervise students in practica. Substance abuse counseling experience desirable.

SPECIAL EDUCATION (Assistant Professor). Doctorate in mildly handicapped or categorical area and teaching experience with students with disabilities desirable. Responsibilities. Teach in undergraduate program for the mildly handicapped (LD, ED, MR) and categorical graduate programs; advise students; supervise practicum and student teaching.

supervise practicum and student teaching.

Application Process: Applicants should submit a letter of application indicating the position for which they are applying and their qualifications for the position; a current curriculum vitae; unofficial copies of iranscripts; and names, addresses and telephone numbers for three references to the addresses below. Filling all positions is contingent upon budgetary approvat. Review of applications will begin on February 15, 1992 and will continue until position decisions are finalized.

James Madison University actively seeks a culturally diverse faculty and student body, encourages applications from minorities and women, and is an affirmative action, equal opportunity employer. The campus is located in the Strenandoah Valley of Virginia and is only a two-hour drive from Richmond, Roanoke and Washington, D.C.

Search Committee Office of the Dean Coilege of Education and Psychology James Madison University Harrisonburg, Virginia 22807

UNIVERSITY OF SOUTHERN CALIFORNIA School of Public Administration

The University of Southern California (USC) School of Public Administration invites applications for a tenure track position at the Associate Professor or rnid-level Assistant Professor level for an individual in health services adminis-tration for the 1992-93 academic year in Los Angeles.

Conditates should have an earned doctorate with substantial academic pruparation in health policy and/or management. Individuals from all fields related to health services administration are encouraged to apply. Candidates should have solid analytical skills, strong research and teaching potential or experience, and the potential for or record of funded research.

USC (aculty engage in health services and policy research of national significance and offer a rigorous Master of Health Administration (MHA) program. The MHA is accredited by the Accrediting Commission on Education for Health Services Administration (ACEHSA), and is offered at the main campus in Los Angeles and at our permanent facility in Sacramento.

The School of Public Administration has a tenure track faculty of 32 with degrees in most of the social and behavioral sciences. The School offers undergraduate, master's, and doctoral degrees in public administration, as well as a master's degree in public policy.

Interested individuals should respond by January 15, 1992, but applications will be accepted until position is filled. Applicants should send their curriculum vitae and supporting materials to Health Search Committee, clo Ms. Connie Rodgers, Faculty Coordinator, School of Public Administration, University of Southern California, Los Angeles, CA 90089-0041, USC is an EEO Affirmative Action Employer. Minorities and woman are strongly urged to apply.

budget and subcontracts which his region, publications; development of a quarterly inswiteria; maintenance of a directively of 2,000 health science libraries in the region, and other imminerance of a directively of 2,000 health science libraries in the region and other administrate duties related to the proper functioning of these programs. Minimum qualification: Master's description of the proper functioning of these programs. Minimum qualification: Master's description of the proper functioning of these programs. Minimum qualification: Master's description of the proper function of the proper function of the proper functioning of these programs. Additional destrable qualifications: Previous experience with the Regictable Medical Library Network; experience with Information Professional Library Network; experience with Information Professional Library Network; experience with Information Professional Library Network (Professional Library Network) and the Regional Security Converges to Medical Regions of the State University of Millored Medical Regions of the State; participation in the State University of Millored Medical Regions of the Millored Medical Regions of the Millored Medical Regions of the Millored Medical R

HARVARD DIVINITY SCHOOL 1992-94 LUCE FELLOWSHIP

The Luce Fellowship supports individuals whose scholarship provides leadership in delinearing the ethical and religious questions underlying contemporary public issues. Preference to candidates working on topics related to international relations or domestic publicy. The Fellow will pursue at the Divinity School, an individualized two-year program of study and research, building on his or her previous scholarship, and in one semester teach a related course.

Open to acholars in policy fields, disciplines in the humanines (other than religion), or the social and natural sciences who have serious interest in religious questions. Supende \$55,300 per year. Deadline for applications: February 1, 1992. Information: Office of the Dean, Harvard Divinity School, Andover Hall 200, 45 Francis Avenue, Cambridge, Massachuseus 02138.

ulum, research and cilnical activities; providing on-line reference service; and managing student computer inhoratory. A Master's degree in Library Science from an ALA-accredited program, 5+ years' management experience in a health science or scaderal; dibrary, and experience searching on-lipe bibliographic data bases required. Pamiliarity with OCLC and working knowledge of personal computers also required. An interest in or experience with library design preferred. Send letter of application, résumé, and names and addresses of three references to: Deborah Hogenson, Human Resources Manager, Northwestern College of Chipopractic, 2501 West 84th Street, Bloomington, Minnesona 55431-1599, NWCC is an equal opportunity employer.

Library: Science Reference Librarian. Salary \$25,000-\$29,000 depending on qualifications. Provides reference assistance secializing in the seference. Participates in orientations and on-line searching preparation of instructional materials and college development. Requirements: M.S. from ALA secredited school; undergraduate degree in a science field (physics, chemistry, bioloscreedied school; sindergraduate degree in a science field (physics, chemistry, blolosy, geology, mathematics) preferred. Minimum 3 years' professional apperience, including on-fine scarching and microcomputer skills. The University of Texas at El Paso is a commuter campus, with 16,500 students and 700 faculty. Modern, sit-floor Library bubding bouses a centralized collection of over 800,000 volumes, Library sufficensists of 22 professionals, 48 support staff, and 100 student assistants. El Paso, located on the U.S.-McLican border, offers a bleufural environment, ven-round sunshine, mid winter climate, and casty access to Meter, New Mexico, and Artsona. For additional information and complete job description, write or call: Mary Keckley, Associate University Librarian, The University of Texas 19968-0582; telephone: 915-747-5635, Fax: 915-747-5327, The position will remain open until filled, UTEP is an EO/AA Employer.

Library: Vanderbili University Medical Center Library seeks a Bibliographic Control Librarian who will masage all aspects of the library's bibliographic records. Duties include original and copy cataloging; authority control; establishment of policies, soals and objectives; participation in the library's management council; and staff

training in related areas. Requires an Al. Aaccredited MLS or acceptable equivalent
and at least two years of relevant experience in cataloging or other technical services work. Centification by MLA's Academy of Health Information Professionals,
experience with automated cataloging or
authority control; medical library and sopervisory experience; familiarity with
NLM classification. McSH, NOTTS,
OCLC and microcomputers are preferred
Salary negotiable (minimum \$28,000. To
ensure first consideration, send letter of appitication, resume and names of three references to Gal R. Workman, Library Personnel Officer, Vanderbilt University Library,
419 21st Ayenue South, Nashville, Tennesseo 37240 by March 1, 1992. AA/EEO employer. Women and minorities are porticularily encouraged to apply.

Library: Lafayette College seeks applica-tions for two positions to share general du-les as part of a five-person reference de-partment, with the following separate re-sponsibilities: 1. Electrosic information Services Librarian: maintain, davelop, and promote the use of electronic information resources and technologies. Conduct dispromote the use of electronic information resources and technologies. Conduct database searches and provide instruction in search technique and strategy. Provide technical support for hardware and software problems. Qualifications: ALA-secredited MLS. Knowledgeable about the uses of electronic information technologies in support of teaching and research. Strong database searching skills. Strong communications, interpersonal, and teaching skills. Some technical conspetence related to bardware and software. 2. ReferenceInstruction Librarians take an active rote in glanding and implementing the Library's program of oursest and instruction, hevelop classroom presentations in the use of print and electronic information resources using a wariety of pedagogical approaches. Qualifications: ALA-accredited MLS. Strong communications and interpersonal skills. Demonstrated effectiveness as a teacher. Bruss knowledge of reference sources and research strategies. Write with resume and names of three references to Ronald E. Robbjus, Head of Public Services, Skillman Library, Lafayette College, Easton. Pennsylvania 18042. Salary: \$26,000 minimum. Consideration of candidates will begin March 9, 1992 and continue until position in filled. Lafayette is committed to equal opportunity through affirmative action.



CHAIRPERSON

Department of Curriculum, Instruction & Leadership

Contingent upon funding, the Department of Curriculum, Instruction and Leadership welcomes candidates for the position of Department Chair, a 12-month appointment. The Department has 10 tenure-track faculty and hirespart-time faculty for 12 sections. The elementary education faculty selectively admits 75 students annually to a program with an extensive field-based component. The Master's program has two concentrations—one in curriculum and instruction, the other in leadership. The leadership concentration leads to administrator certification for elementary and secondary principats. Approximately 250 graduate students are admitted annually to pre-program stalus or to Master's, continuing teaching certification and administrator certification reograms. Two faculty in the department direct university-wide programs in secondary education (5-year) and in educational administration leading to an Ed S. degree.

Oblined to a consistency of the contraction o

Oxidand is a comprehensive regional state university located 30 miles north of Detroit, Michigan. The School of Education and Human Services contains four other departments: Counseling, Human Development and Child Studies; Human Resource Davelopment, and Reading. The School received NCATE accreditation in 1991. The University is an affirmative action, equal employment opportunity employer, and both the School and the Department are committed to educational equity and multicultural education. The Department is an active collaborator in a newly identified Professional Development School located in nearby Pontiac.

An energetic faculty seeks a department chair who values collaborative relationships with schools, is interested in consensus-building among the faculty, engages in active dialogue about teacher education, and supports research activities. They are looking for someone who is entituisatel, is able to manage a compilex department, and has the ability to maintain a positive departmental climate.

Chairpersons leach one class each fall and winter term, are guaranteed a spring or stranger teaching overload, and are bargaining members of the AAUP.

AAUP.

Applicants are invited to submit a letter of interest that addresses the above characteristics and the following requirements: an earned doctorate in curriculum, instruction, leadership or educational administration; a minimum of five years' school teaching experience (Grades K-8 proferred); a minimum of five years' experience in higher education (evidence of leadership or administration in higher education preferred); and a record of teaching, scholarship and service which would justify an initial appointment with tenure. Preference will be given to individuals who can teach in the leadership (educational administration) concentration. Success in grant writing as well as an understanding of the nature of grant administration in a small university is desired. Applicants also should submit a comprehensive risumé and the names and telephone numbers of tive individuals who have been asked to submit letters of recommendation. Materials should be addressed (no FAXes please) to: Dr. Dyanne Tracy, Search Committee Chair, 502 O'Dowd Hall, Oakland University, Applications received by Fabruary 15, 1902 with he close floated desired and the plant of the plant o

Applications received by February 15, 1992 will be given first priority; other applications will be accepted until the position is filled.

ACCOUNTING **Tabor School of Business** Millikin University

Excellence in undergraduate teaching is of primary importance in this tenure-track position in auditing and advanced accounting. The salary is competitive, with rank based on qualifications. The Tabor School has a microcomputer integrated curriculum, excellent computing facilities, and an LAN. Faculty growth is given generous support at Millidin, with management development, consulting, research, summer teaching and grants available.

A small, comprehensive university. Millidin has a tradition of confidence in the confidence confidence in the

A small, comprehensive university, Millikin has a tradition of quality education and of close laculty-student relations. It has a stable caroliment, outstanding library and computing facilities, a strong financial position, and an ambitious

Applications will be accepted until position is filled and should include salary

Dean R. A. Mannweller Tabor School of Business 1184 West Main Street Decatur, IL 62522

Millikin University is an Affirmative Action, Equal Opportunity Employer

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library: Social Sciences Bibliographer and Assistant Chair, Smathers Library. University of Florida. Responsibilities: administrat, coordinates and provides leaderable for the aocial sciences collection development and management operations of George A. Smathers Libraries and has primary responsibility for developing and managing a specific social sciences collection. Analyzes University's social sciences reograms; determines needs and priorities, and develops and implements plans to enume Distrary support of the research and lastractional program. Assigns, trains, monitors, and evaluates shaff assigned to the social sciences collection management, program, Collaborates with librarians and

Florida 32cil. An AA/EOR Employer.

Libraria Reference (Rwaniag).

Rutztown University of Pennsylvania.

Tomporary, full-tion, sine mooth substitution (Liversity) of Pennsylvania.

Tomporary, full-tion, sine mooth substitucal leave realecement with faculty status, thirty-fwe hour work week; available Adquit 31, 1992. Reports to the Coordinator of Reference Services. Duties include: General reference service, library instruction, opilion database searching, collection development, preparation of library publications and related reference assignments. Responsible for reference dest coverage Sundays and during evening bours until 10 p.m. Monday through Thurnday. ALA accredited library master's dearce, computer library master's dearce, computer library master's dearce, computer library master search full services, online database searchings and three years of current reference experience required. Academic library experience, good interpersonal skills, both oral and written communication skills and a second master's degree or certificate of advanced shady desirable. Salary range 314,603 to 337,570 componentariate with experience and training. Send letter of application, resumbers of three references by March 1. 1992 to Janet Bond. Salary Sanges and pitone numbers of three references and plane commerces of three references by March 1. 1992 to Janet Bond. Calif. Search Committee, Rehrbach Library, Kutztown University is an Affirmative Action, Edual Opportually Reployer.

Library/Computer Services: Reference 1.

MICHIGAN STATE UNIVERSITY COLLEGE OF EDUCATION

Faculty Position in Special Education: Mildly Handicapped

Assistant or Associate Professor Position in the College of Education at Michigan State University for a candidate of exceptional promise with expertise in the education of the mildly handkapped. This will be a tenure-stream position at the rank of either Assistant or Associate Professor. The position will be in the Department of Counseling. Educational Psychology and Special Education, with a possible affiliation with the Department of Teacher Education. Affiliation with research centers in the college are also possible. The appointment will begin in Fall 1992. Salary will depend upon the applicant's experience and qualifications.

Responsibilities include: [1] applying the principles of cognitive, instructional and social psychology to the problems of mildly handicapped youngsters or adolescents; [2] teaching and advising undergraduate and graduate students in the college; [3] conducting and publishing research leading to improved educational practice and/or policy for mildly handicapped students; [4] participating in the design and implementation of programs in education with an emphasis on preparing regular classroom teachers to work with mildly handicapped and diverse learners.

Destrable qualifications:
(!) earned doctorate in special education or in cognitive development with

earned doctorate in special education or in cognitive development with a focus on mildly handicapped populations;
 demonstrated research record or strong research potential with applications to mildly handicapped populations;
 experience teaching or conducting research in K-12 public schools;
 ability to effectively recruit and mentor graduate students;
 ability to work collaboratively with K-12 and college faculty;
 use of comparative/international perspective in educational analysis.

Interested candidates should send by March 15, 1992, a letter of application, a résumé, copies of written work or publications, and three letters of reference to: Richard S. Prawat, Chairperson, Department of CEPSE, 449 Erickson Hall, College of Education, Michigan State University, East Lansing, MI 48824-1034. If a suitable candidate pool is not identified by the deadline date, late applications will be accepted.

Michigan State University is an Affirmative Action, Equal Opportunity Employer.



FACULTY POSITION

Catawba College, a private church related, liberal arts institution in the piedmont of North Carolina, seeks applications for a tenure-track position at Assistant Professor level for Full 1992. A Ph.D. in inorganic or physical chemistry is required. Excellence in and enthuslasm for undergraduate teaching is of primary importance. Duties may include courses for majors, general education occurses for non-majors, and perhaps General Physics. Applicants should send a vita, a statement of interests and professional goals, transcripts, and the names of three references to the Vice goals, transcripts, and the names of three references to the Vice President for Academic Affairs and Dean of the College, Cutaw-ba College, Salisbury, NC 28144, by March 1, 1992.

tions, usual insurance benefits, no state or local income tax. Send letter of application with résumé and names, addresses and telephone fumbers of three professional references by April 15, 1992 to Mari Bussell, Assistant Library Personnel Officer, George A. Smathers Libraries, 370 Library West, University of Plotda, Oninsville, Florida 32611. An AA/EOE Employer.

Unguistics/English as a Second Language:
Applied Linguistics/TESL. Associate Protossor, Position begins August 1992. Initial
to courses/accuster; some TEST. seem referred to policition, returned and production, and evaluates that assignment to be seen as a policition, and evaluates that assignment to be seen as a policition of the production of th

tunity Employer, Allimative Action.

Library Science of Kutztown University is currently accepting applications for a permanent, full-line tenure track position bestimates. All-line tenure track position bestimates in Espiember, 1992. Doctoral desired in Library/Indomation and MLS required. Candidate must have three years school library experience. Experience in higher education desirable. Responsibilities include teaching undergraduate and/or standards. Library Science courses in Reference, Government Documents, Computer Applications in Libraries, Methods of Research, Candosing and Classification and Mass Medical and the Library. Position will include supervision of student teachers. Rank and satary at Assistant Professor level. Application stands at statement of Library Science, College of Education, Kutziown University, Kutziown, Pennsylvania [9303, Applications and all supporting materials must be received by March 1, 1992. Education and has an enrollment of approximately 5,300 studests. It is an affirmative action, and opportunity employer and actively solicits applications from qualified women and minority candidates.

Unguistica/English as a Second Learner.

professional or scholarly work, and teach-ing evaluations (if available) to Dr. Ker-neth P. Goodrich, Dean of Faculty, Li-field College, McMinaville, Ocean 97128. Screening begins February 10, AA/EOE.

tial meaning, discourse in the workplace. Ph.D. required by July 1, 1992. Send letter vita, samples of written research, and names/addresses of three referees by February 15, 1992 to Professor John Schumann, Chair, Department of TESL and Applied Linguistics, 3900 Rolle Hall, UCLA, Los. Angeles, California 90024-1531. UCLA is an Affirmative Action, Equal Opportunity Employer. zational Theory. Ph.D.Junn and mak ABD will be considered. Salary and mak nepotiable. Individual must be seportheled of a Christian college environment. Position ovailable fune or August, 1997. Send application, résumé, and three testes of reference for names, addresses, and phose numbers of three references? 10. Probasor numbers of three references? 1. S. Krikwood, Chair, Hanssenst J. S. Krikwood, Chair, Basicost, Search Committee, School of Basicost, Search Committee, School of Basicost, Campus Box 3032. Wingste College, 18 and 1997. Probasor of the College of Search Condition of the Search College of about 1400 students and sico offen females and sico offen females. MBA and master's in teaching AMEDIA.

MBA and master's in teaching APPUNManagement: Junior level position Doturate completed or in propess to quity
for tensure track. Teaching experience seferred. Teach some combination of conesin principles, human resources, medicanmarketing and sensor thesis. Maryvile of
lege is a four-year, tiberna an fasting and
selected to the Presbyterian Church, II.S.A.
Schol letter of interest, resume, gradual
transcript, and three letters of monance
dation (at least one of which address
teaching ability) to Dr. Harry Homnic, Department of Social Sciences, Maryville,
Teanersee 1981. Applications completed by February 15, 196.
will be assured of full consideration. EOS.



Chair, Department of Mathematical Sciences

The College of Arts and Sciences at Appalachtan State University invites application for the position of Chalt of the Department of Mathematical Sciences. The position will be available beginning July 1, 1992. The state-solid candidate will have both administrative and to a hing responsibilities and will assume teaderable for a department of more than 35 members. Salary is competitive and commensurate with quality.

Qualifications include:

• an earned dectorate in a field appropriate to the department;

• professional development appropriate to associate professor or professor;

• evidence of an ademit administrative ability and effectiveness;

• a commitment to teaching, scholarship and service that is consistent with the mission of the traiversity and department;

• demonstrated teaching effectiveness at the college level;

• the ability to work effectively with colleagues from other disciplines;

• strong interpersonal skills

Appalachian State University, a member of The University of North Carolina System, is a comprehensive university attnated in the heart of the Stae Ridge Mountains With an enrollment of over 11,000 students. Appalachian offers bac abureals degree in 130 disciplines and over 70 graduate programs. The primary mission of the university is undergraduate instruction with scholarship and service complementing the instructional adiston. Appalachian seeks to affract superior students and facily through high quality programs and a challenging academic environment.

Undergraduate degree programs and a challenging academic environment. Undergraduate degree programs in the Department of Maihematical Sciences include pure and applied mathematics, maihematics education, computer science and statistics. Master's degrees are offered in pure and applied mathematics and in mathematics education. A master's degree in computer science is in the development stage. Application for the position should include: a letter of application; a current resume the names, addresses, and telephone numbers of three or more references. Completed applications must be received to a later than 500 p.m. on Friday, February 28, 1992. Women and minorities are encouraged to apply. Applications should be sent to:

Dr. Theresa Early, Chair Mathematical Sciences Chair Search Committee & Dean's Office, College of Arts and Sciences 2011 C. Greer Appalachtan State University Boone, NC 28008

Appalachian State University is an equal opportunity employer

1992-1993 FACULTY POSITIONS

Suffolk University School of Management

Applications are invited for faculty positions for the following areas of teaching and research:

> Accounting-Taxation Legal Environment of Business Computer Information Systems Finance/Economics Management/International Marketing

The School of Management, strategically located contiguous to Boston's business, financial, and government contors, enrolls 2300 students in programs leading to the IISBA, MBA, MSF and MPA degrees. The Advanced Professional Certificate in Business, the Certificate of Advanced Study in Public Administration and the Executive MBA and MPA, ID-MBA, and ID-MPA are also offered. The School's academic programs are accredited by AACSB and

Submit academic vita and references to: Associate Dean Ronald E. Sundherg, School of Management.

8 Ashburton Place Beacon Hill Boston, Massachusetts 02108-2770. Suffolk University is an Equal Opportunity Employer.



Management: Assistant/Associate, full-tima, tanuro-track position to begin Fall, 1992. Possess evidence of and to demon-strate competence for teaching and schol-trating in two of the following areas: Ac-counting. Marteller. Management Science: Teaching will

BULLETIN BOARD: Positions available

STMARY'S LINIVERSITY

San Antonio, Texas

School of Business and

Administration

Faculty Positions

INFORMATION SYSTEMS
The Department of Decision Support stocks to fill a vacancy in MIS; at present the rank is open. Prospective candidates should exhibit a conmitment to a belance of high quality teaching and research and value close faculty-student interaction. Levels of productivity, experience, and professional accomplishment should be commonwrate with the candidate's academic rank. The department's priority needs are in the

and potessimal according to the control of the cont

MANAGEMENT
The Department of Management and Marketing souks to fill a vacancy in Management; at present the rank is open. Prospective candidates should exhibit a commitment to a belance of high quality teaching and research and value close faculty-student interaction. Levels of productivity, experience, and professional accomplishment should be commensurate with the candidate's academic rank. The department's priority needs are in the areas of organizational behavior and development, human resources, and international management. An earned Ph.D. or D.B.A. in Management is required. Contect: Dr. Richard Priosmeyor, Chair.

Management is required. Contect: Dr. Richard Prosineyor, Chair.

A private, Catholic university in the dynamic, multicultural city of San Antonio, Texas, St. Mary's University ourselfs 4,000 students in the Schools of Business and Administration, Humanities and Social Sciences, Law, and Science, Engineering and Technology. There are 800 undergraduates and 200 MBA students in the School of Business and Administration. In addition to the MBA, a joint MBA/JD degree is offered with the School of Law.

Selaries are competitive depending on rank and experience and the position is available starting fall, 1902 term, britial application, which consists of a letter, a current resume, and an example of current research, should be made by February 26, 1992.

School of Business and Administration Albert B. Alkek Building

St. Mary's University
San Autonio, Texas 7#228-8607

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OLD DOMINION

UNIVERSITY

Announces the formation of its

PRESIDENT'S GRADUATE FELLOWSHIP PROGRAM

With the aim toward increasing the number of minority and women faculty members who hold the terminal degree in underrepresented academic areas at Old Dominion University, the University has established the President's Graduate Fellowship Program for the academic year 1992-93.

Fellowship Terms: During a period not to exceed five years while fellows are in a non-tenure track track faculty appointment. Old Dominion will support fellows that make satisfactory progress while pursuing the terminal degree. Financial support will be negotiated but may include not only unition and fees, but also a stipend of up to one-half of the non-tenured cuty salary, health coverage, travel and research assistance.

Engibility: Applicants must be enrolled in or accepted into a graduate program at an accredited institution leading to a terminal degree. All applicants must be U.S. citizens.

For full consideration, applications should be received by 1 March. Address inquiries and requests for application materials to:

The President's Graduate Fellowship Program Office of Research and Graduate Studies Old Dominion University 210 New Administration Building Norfolk, VA 23529-0013

Old Dominion University is an affirmative action.

equal opportunity institution.

MANAGEMENT

Department Head & Professor Department of Civil and Architectural Engineering

DREXEL UNIVERSITY

The College of Engineering at Drexel University Invites applications and nominations for the position of Head, Department of Civil and Architectural Engineering, preferably effective July 1, 1992. Drexel is a 100-year old copperative educational institution in Philarleiphia, which is centrally located in the Northeastern Corridor. Drexel University has a total enrollment of 11,5000 undergraduate and graduate students in its day and evening programs.

Responsibilities include educational leadership of the undergraduate and graduate programs; leadership in the development of departmental sponsored research and an expanded fiscal and resource base; representation of the department on campus, to industry and government agencies; development of interdisciplinary programs; leaching at the undergraduate and graduate levels.

at levers.

It is preferred that candidates possess the following qualifications: a record of teaching at the college level, scholarly achievement and funded research experience that would merit appointment as a full professor with tenure; an earned Ph.D. with at least one degree in Civil Engineering; administrative skills and experience with proven leadership abilities; demonstrated ability to attract funding from public and/or private sources; commitment to function in an interdisciplinary environment; possession or eligibility to obtain professional license.

The Department is one of tive in the College of Engineering and consists of 17 full-time faculty, 500 undergraduate and 150 full- and part-time graduate students. A rapidly growing Architectural Engineering undergraduate program has been established and accredited with plans to offer graduate degrees in the near future. M.S.C.E. and Ph.D. degrees are offered in the areas of coastal engineering, engineering geology, geotechnical and geosynthetic engineering, highway and materials engineering, structural engineering and mechanics, water resources and environmental engineering. Annual external tunding for faculty research programs has averaged over \$1 million for the last five years.

Screening of applications will begin immediately and will continue until the position is tilled. Applicants should send a resume, names and addresses of three professional references, and other supporting information to:

Dr. Harry G. Harris, Chair Search Committee Department of Civil and Architectural Engineering Oreset University Philadelphia, Pennsylvania 19104 Drevel University is an equal opportunity, affirmative action employer.



THE ALEX G. NASON PRIZE 2-YEAR COMPUTATIONAL SCIENCE POSTDOCTORAL FELLOWSHIP at SYRACUSE UNIVERSITY

The Alexander G. Naton 2-year pustdoctoral fellowship encourages takented accentists to participate in the research of the Syracuse Center for Computational Science (SCCS) at Syracuse University. SCCS, directed by Geoffrey Fox, olders an interdisciplinary program where researchers use high performance parallel computers on scientific and industrial applications and develop hardware, software and algorithms.

and industrial applications and develop hardware, software and algorithms. Her Alex C., Nasun Pirce, a 2-year computational science postdoctoral fellowship for 1992-94. Will heigh in either the Sommer '92 or fall '92 semister, individuals who have hern awarded a 19r.D. in the past 3 years (Spring '89 or lated) are eligible. Preference will be given to applicate ante who have demonstrated ability in interdistighting research, collising a computer science with application areas. Current application areas of interest in this Physics. Financial Medicing, Neuroscience, Acrospace Epipereing and Vitual Reality. The parallel computing tacilities of Synamic University, including the Connection Alax hire CM-5, the DE Grupp 12000, the nCURE2, and the factore Multimax will be available to the recipient. The Nason Prize for 22-93 will include a salary of \$50,000 physical elevation, a \$5,000 departmental fund to avist the fellow with telia addm. personal workstation support, conference based, etc. for more information, contact Betty LaPlanto at (215):443-1722 or and Email to bil@no-va.npac.syr.edu. To apply, send a cover letter, curriculum vitat, and three letters of reference tra: Betty LaPlanto, Support Coordinator, NPAC/SCCS, 111 College Place, Syracuse, NY 13244-4100. Materials must be postmarked on or below fobruary 15, 1792. Syracuse University is an CO/AA Employer.

Marketing/Management information Systems Teaching positions in Masketing and Management information Systems at the Associate Professor level. Responsibilities: eaching graduate and undergraduate courses, completing and publishing scholarly research, and providing professional services to the school and the local community. Qualifications: appropriate doctoral degree, previous teaching experience, and a record of scholarly nublication. Salary: competitive. Baginning date: August 1992. Interested persons thould send an application letter, resumd, and at least three reference letters to Dr. Patrick T. Jesuitis, Bloch School of Business and Public Administration, 5110 Cherry, Kansaa City, Missouri 64110. Applicants must be U.S. citizens or have the legal right to work in the United States. UMKC is an equal opportunity institution. The Bloch School is accredited by AACSB. dergraduate courses for majors and non-majors and navising students. Applicants should possess a Ph.D. or DBA with a strong emphasis in one of the following ar-eas: management science, business infor-mation systems, operations research, in-dustrial engineering or a related discipline. Applicants with approved discretation top-ics will also be considered. The applicants must be able to teach introductory courses in management science and computer inics will also be considered. The applicants must be able to teach introductory courses in management science and computer information systems. Experience in business or soverment is highly destrable. As Suppensional serions commitment to classroom teaching, applicants should have outstanding communications skills. Rank and adary are commensurate with qualifications and experience. The Shippensburg program in business administration is fully accredited by the American Assembly of Collegiate Schools of Business. Please send a letter of application, a vita, official transcripts, and three letters of reference to: Dr. Jonathan W. Kohn, Department of Finance, Management Science and information Systems, 333 Shippen Hall. Shippensburg University, Shippensburg, Pensylvania (1725. Applications accepted until position is filled March 1, 1992. Shippensburg University is an Equal Opportunity, Affirmative Action Employer. Women and racial minorities are encouraged to apply.

Materials Science/Engineering: The Department of Materials Science and Engineering at the University of Cincinnati invites applications for tenure-track positions in metallurgy and in polymer actence at the assistant professor level. Candidates for these positions are expected to establish vigorous funded research programs and to excel in teaching at the undergraduate and gradiate levels. A Ph.D. In Materials Science or Residencing or a reliability field in the control of the contr All promotions of the following areas: Accounting, Marketing, Management information in the second programment and the control of the following areas: Accounting, Marketing, Management information of the following areas: Accounting, Marketing, Management information of the following areas: Accounting Marketing, Management information of the following areas: Accounting Management information in the area of the following areas: Accounting Management information in the area of the following areas: Accounting Management information in the area of illuminations: Information in the area of illumination in the area of illumination and conduct research in the series of illumination in the area of illumination and conduct research in the series of illumination in the area of illumination and conduct research in the series of illumination in the area of illumination and conduct research in the series of illumination and conduct research in the series of illumination in the area of illumination in the area of illumination and conduct research in the series of illumination in the area of illumination and conduct research in the series of illumination in the area of illumination

UNIVERSITY OF KANSAS DESIGN DEPARTMENT

GRAPHIC DESIGN -----

Associate Professor. Tenure track, full time. Salary \$42,000 minimum. Start August 17, 1992 i requires NIFA or appropriate professional experience. Plust have exceptional record of professional design expenence on the national level

Assistant Professor. Tenure track, full-time. Salary \$28,000 (minimum. Start.) August 17, 1992. Requires MFA or appropriate professional e-penence in visual communications/graphic design

submit letter of application, resume, three letters of recommendation, representative portfolio of 20-40 slides of own work, slides of students' work if available. SASE. Review of applications will begin February 28, 1992 and continue until the positions are filled. Carole Ross, School of Fine Arts, 446. Murphy Hall, University of Kansas, Lawrence, ES 66045.

INDUSTRIAL/INTERIOR DESIGN/BASIC STUDIES

Assistant Professor. Tenure track, full-time. \$28,000 minimum commensurate with expenience. Start August 17, 1992. Requires MFA or equivalent degree in Industrial/Interior Design, or Architecture and record of professional disagn expenence in. Teach in area of Industrial/Intener Design/Basic Studies plus advising and area planning.

Submit letter of application, resume, 20-40 slides of own work, slides of students' work if available, names with addresses and phone numbers of 6 references, SASE. Deadline February 28, 1992. Lance Rake, Champerson, Search Committee, Design Department, 300 Art and Design Bldg , University of Fansas, Lawrence KS 66045.

TEXTILE DESIGN ---

Assistant Professor: Tenure track, full-time. Starting salary \$26,000. Start August 17, 1992. Requires MfA in studio art, e-hibition record commensurate with experience. Preferred MFA in textile art, teaching experience, experience in computer aided design, surface design

Submit letter of application, resume, 20 slides of own work and students' work if available, names of 3 references with addresses and phone numbers. SASE. Deadline March 2, 1992. Cynthia Schira, Chairperson - Textile Search Committee.
Design Department, 300 Art and Oesign Bidg, University of Kansas, Lawrence, KS 66045.

Full position descriptions available. EO/AA Employer

National Board for Certified Counselors

1991-93 GRADUATE ASSISTANTSHIPS IN COUNSELOR EDUCATION

The National Board for Certified Counselors, an affiliate of the University of North Carolina at Greensboro, invites applications for graduate assistantships. Two graduate students will be selected for employment at NBCC headquaters in Greensboro, North Carolina, The 2 part-time (20 hours per week) position openings are available, respectively, in NBCC's application-processing and recertification departments. Deadline for the completion of application materials is February 29, 1992.

The assistantships include a stipend of \$10,500 for an annual award. Appointments commence Fall semester 1992. Reappointment is evaluated on an annual basis; maximum appointment is 3 years. Students must enroll as doctoral students at the University of North Carolina at Greensbore commencing with the 1992-93 academic year. Priority will be given to students who plan to earn a Ph D in Counseling in the Department of Counselor Education at the University.

For Further Infor tion and Application Forms Contact: Dr. Thomas Clawson
Executive Director
National Board for Certified Counselors
P. O. Box 5406
Greensboro, NC 27435

a private, coeducational, career-oriented comprehensive institution with a liberal seria foundation. In addition to its traditional day program, the College operates an evening program, and insteen off-camputs and direct three batters of reference to Dr. Carol Freeman, Chair, Department of Carol Freeman, Chair, Depar

Mathemailles: Tenure-irack position to benin in fall of 1992. Ph.D., excellent teaching
credentials, and strong commitment to innovative undergraduate leaching using
technology required. Academic hardware
facilities include a UNIX-based compouter
from SunOS. Sun workstations. Hewlett
Pachard (IBM compatible) and Apple Macintosh microcomputer tabs. Salasy and
rank open. Normal teaching load is 12
hours per semester. Nebruska Wesleyan
University is a private, undergraduate to-

Mathematics and Computer Science, No-brasta Wesleym University, 3000 Seint Paul Avenue, Lincoln, Nebrasta 68304-2796, Application materials must be post-marked by February 28, 1992, EOR. Wom-en and minorities are encouraged to apply.

en and enhorities are encouraged to apply.

Mathematics: Teaure track position for Fall, 1992. Duties include teaching freshman and aophomore math courses. Applicants should possess a strong commutate in teaching. Preferred qualifications: a Ph.D. in mathematics of an Ed.D. in mathematics. Salary and rank commensurate with qualifications and experience. Send vite, transcripts, and three letters of recommendation to: Dr. Bob Nerbun, Chairman of Science, Mathematics, and Engineering, University of South Carolina at Samter, Sunter, South Carolina at Samter, Sunter, South Carolina at Samter, Sunter, South Carolina february 10, 1992 and continue until the position is filled. Foreign autionals should indicate current U.S. Immigration status. USC. Sunteris an Affirmative Action. Equal Opportunity Employer. Applications from minorities and women are encouraged.



North Carolina Central University

A Constituent Institution of the University of North Carolina System and an Equal Opportunity, Affirmative Action Employer.

CHAIRMAN **DEPARTMENT OF NURSING**

North Carolina Central University invites applications and nominations for this twelve-month, lenure-track position. The Chair reports to the Dean of the College of Arts and Sciences. Salary and benefits are competitive and commensurate with qualifications and experience. The Department of Nursing offers an undergraduate program for generic and registered-nurse students. The program is accredited by the national and state organizations. The position beautiful in 1902. **OUALIFICATIONS:**

- An included ductorate and a Master's degree in Nursing.
 Demonstrated sound dynamic administrative leadership.
 Outstanding management and interpersonal skills.
 Demonstrated commitment to excellence in teaching and scholarly ac-

- livity.

 Minimum of one year of experience in an ariministrative nursing educa-
- tion position.

 Minimum of five years' teaching expenence in nursing education.

 Kaperince in working with multi-cultural and multi-chic populations.

 Eligible for North Carolina RN licensure by the date of appointment.

 Eligible for appointment to the rank of professor.

The Chair is responsible for the educational and administrative leadership of

13 full-time faculty and approximately 300 declared and enrolled nurs-

- ing majors.

 professional development of students, faculty, and alumni.

DIRECTOR PUBLIC ADMINISTRATION PROGRAM

North Carolina Central University invites applications and nominations for the position of Director of the Public Administration Program. The Program offers an undergraduate concentration and the MPA degree. The nine-month tonure-track position reports to the Chair of the Department of Political Science in the College of Arts and Sciences. Salary and benefits are competitive and commensurate with qualifications and experience. The position begins August 17, 1992. **OUALIFICATIONS:**

- An earned doctorate in Public Administration.
 Scholarship appropriate to a leadership position.
 Demonstrated excellence in teaching at undergraduate and graduate.
- Experience and familiarity with a broad spectrum of Public Administration disciplines ranging from undergraduate to graduate courses.
 Experience and expertise in curriculum evaluation, development, and
- innovation.

 Eligible for appointment to the rank of associate professor or professor.

 Demonstrated personal qualities of integrity and industriousness.

 Outstanding interpersonal skills.

The Director is responsible for the management and leadership of a Program with 6 full-time positions and 400 majors. Building good working relationships with local and regional internship agencies is an important responsibility. Guiding the Program to department status is crucial.

Applicants should provide a letter of application, current résumé, and the names, addresses and telephone numbers of three references. Screening of applications will begin on March 15, 1992, and continue until the positions are filled. Send applications to:

Dr. Mary M. Townes Dean, College of Arts and Sciences North Carolina Central University Durham, North Carolina 27707

NCCU compiles with the immigration Reform and Control Act of 1986. All new employees must provide original documents verifying identity and employability within the first three days of employment with the University.

TRENTON STATE COLLEGE



ASSISTANT DIRECTOR LIBRARY TECHNICAL SERVICES

Reporting to the Director of Library
Services, the Assistant Director is responsible for the management and pervision, and wider professional work responsible for thermanagement and coordination of all units of techni-cal services: Periodicals, Catalog-ing, and Acquisitions. Includes the tegration and improvement o integration and improvement of computer-based library systems, and liaison to the camputing center. Participates in planning; budget issues, staffing and equipment needs, program development, policy making.

Qualifications: Requires ALA-accredited MLS, and substantial experience with a major integrated library system, preferable NOTIS, and currency in other academic li-

brary technologies. Preferred: added through diversity, TSC is an AA/EOB.

Mathematics: Tenure track position in noathematics. Principle area to be Sintistical Department of the Comparison Research. Doctorate to the Comparison Research. Doctorate to the Comparison Research. Rank-instructor or hinterestics with at least some course in Operations Research. Rank-instructor or questifications and experience, Screening of applications will begin no January 21, 1992 and continue until position is fifled. August 1992 appointment. Send curriculum vizations of sections and Comparison. Send curriculum vizations of sections of recognitions of Mathematics and Comparison. Department of Mathematics and Comparison. Send curriculum vizations and Comparison. Department of Mathematics and Comparison. Send curriculum vizations of recognitions of the Comparison of Mathematics and Comparison. Send curriculum vizations of Mathematics and Comparison. Send curriculum vizations of the Comparison of Mathematics and Comparison. Send curriculum vizations of the Comparison of Mathematics and Comparison. Send curriculum vizations of the Comparison of Mathematics. Tenure track position Assistants. Assistants of the Comparison of the Comparison of the Comparison of the Comparison. Send curriculum vizations of the Comparison of the Comparis

in a major area of technical services, preferably cataloging with OCLC. Salary Range: \$38,000-\$56,000, TTAA/CREF. Submit letter of application with restricts

consin 5448]. Telephone 715/345-2120. EO/
AA institution.

Mathematics: Tenure track position Assistant/Associate rank beginning Argust 20, 1992 to teach undergraduate/graduate beginning Argust 20, 1992 to teach undergraduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/graduate/



COUNSELOR/COORDINATOR - Transfer Center **INSTRUCTORS - Nursing DIRECTOR AUXILIARY SERVICES**

Antalope Valley College is a community college in the California system and is located in northeast Los Angeles County. Enrollment is approximately 10,000 students. The Antelope Valley is famed for its mild, smog-free climate and average of 320 days of sunshine.

The Counselor/Coordinator is a 12-month position. The three Nursing Instruc-tor positions are 10-month. All are full-time, tenure track. Salary range is \$3,101 to \$4,463/month. Master's degree in appropriate field required. The Director is a 12-month classified management position starting at \$3,664/

An extensive fringe benefits package is provided which includes medical, dental, and vision for the family and life insurance for the employee. For application and announcement contact:

Linda Millner Office of Human Resources Antelope Valley College 3041 West Avenue K Lancaster, CA 93536 805/943-3241, ext. 255

All application materials for these positions must be received by February 28, 1992. Travel for interview is at candidate's own expense Antelope Valley Community College District is an Affirmative Action, Equal Opportunity Employer.

ENDOWED CHAIR

DIRECTOR

Program in Environmental Studies

The University of Rediands saeks a teacher/scholar with broad vision and strong commitment to fill the Hedco endowed chair of Environmental Studies. As director, the chairholder will establish and lead a new program that seeks to provide an integrative ecological perspective and train environmental leaders in a liberal arts setting. Both a B.S. and a B.A. track are planned. Candidates should have demonstrated teaching, program development, and administrative skills. Research, preferably with undergraduates, is expected. An interdisciplinary perspective and an ability to facilitate cooperation ecrose the humanities, social and natural sciences are essential. Area of expertise may be in any disciplina connected to environmental studies but scientific background and an ability to teach in areas of demographics and geography ere preferred. A special opportunity exists to integrate Geographical information Systems into the program.

The University of Rediands appoils 1,500 residential studies are 10.00.

The University of Rediands enrolls 1,800 residential students and 2,000 working sduft students through the Whitehead Center. It is located between Los Angeles and Palm Springs in an attractive, mid-sized, residential community adjacent to the San Bernardino Mountains.

Ph.D. required. Rank and salary negotiable. Send curriculum vitae, a letter of application including a statement on the role of an undergraduate program in environmental studies in a liberal arts setting, and the names, addresses and phose numbers of four references to Dr. R. N. Hudspeth, Dean of the Family, Arts and Sciences, University of Radiands, P. O. Box 3080, Rediands, CA 92373-0999. The position will remain open until filled, but file review will begin 2 Merch 1992.

The University of Rediands encourages applications from women and minorities. Equal Opportunity Employer.

NATIONAL PARK SERVICE RESEARCH ECOLOGIST, GM-408-13

This position serves as the Director of the National Park Service Cooperative Park Study Unit (CPSU), University of Tennessee. The Director supervises two research scientists and coordinates planning, administrative and contract functions for the unit. The Director will also define and conduct an ecosystem level research program for the upland area National Parks of the Southeast United States. Scientists at the CPSU provide expert advice to parks on a wide variety of research and resource management issues. Candidates must show experience in conducting diverse research projects, analyzing research proposals, applying scientific research methods to ecological sciences, and have credentials to serve as an adjunct faculty member at the University of Tennessee.

Interested applicants should write to:

Huntsville Area Office 3322 Memorial Parkway South Building 600, Suite 347 Huntsville, Alabama 35801-5311

They may also call: [205] 544-5803 (between the hours of 9:00 a.m. and 1:00

All inquiries should reference position control humbers Hilzones as ported as position and applicants in an all called the should reference position control humbers Hilzones as position and a second control humbers Hilzones as position as position and a second control humbers have been as position as position as position and a second control humbers have been as position as posi All inquiries should reference position control numbers HU20044. Applications must be postmerked no later than January 24, 1992.

National Board of Medical Examiners

SENIOR PSYCHOMETRICIAN/PSYCHOMETRICIAN

The NBME develops licensure and educational achievement ex-aminations for the health professions. We have a major commi-ment to research and development in evaluation and measurement to research and development in evaluation and measure-ment. Located in Philadelphia adjacent to the campus of the University of Pennsylvania, the NIBME has a stimulating profes-sional environment and facilities that include a computer-based

We are currently inviting applications for a Senior Psychometrician/Psychometrician position. The Senior Psychometrician/Psychometrician will have responsibility for providing psychometric guidance and coordination in the design and implementation of examination programs, for applied research efforts required to support such programs, and for research into the development and application of computer-based simulation in certification and licensure.

Applicants must have a doctoral degree in measurement, statistics, or related field as well as a minimum of five years professional experience. Candidates with less experience may be considered for the Psychometrician position. In addition to familsidered for the Psychometrician position. In addition to familiarity with classical measurement theory and traditional test analysis techniques, applicants should be familiar with computer-based testing and should be able to apply IRT-based techniques in solving a variety of practical measurement problems, insight into the education of health professionals, significant research accomplishment, administrative skill, a high level of ability in the use of computers and familiarity with medical education are also desirable.

Applications and nominations, with curriculum vitae, should be sent to the Personnel Department, National Board of Medical Examiners, 3930 Chestnut Street, Philadelphia, PA 19104.

Women and minorities are encouraged to apply.

NON-TRADITIONAL APPLICANT REGISTRY

The two-year and community colleges listed below have committed to create a registry which is intended to maintain and access resumes of women and minority candidates who wish to be considered for faculty leaching or administrative management and the considered for faculty leaching or administrative management. rative management positions.

State University of New York Colleges of Technology, including: Alfred, Canton, Cobleskill, Delhi, and Montsville.

New York Community College, including: Clinton, Coming, Dutchess Eric City Campus, Fulton-Montgomery, Hudson Valley, Jamestown, Mohawk Valley, Niagara County, Onondaga and Rockland.

For faculty feaching positions, each college requires as a minimum requirement the attainment of a Master's degree. For administrative positions, the minimum requirement is a Bachelor's degree.

If you are interested in having your qualifications considered by any of these institutions, please send a full resume suitable for reproduction to Mr. Paul E. DuCharma, Hudson Valley Community College, TAC-518, Troy, New York 12180, and a one-page vita with the following data to be entered into the community data to be entered into the

- Name, Address and Telephona Number:
 Highest Accredited Degree Earnest and Major Field of Study.
 Discipline in which You are Prepared to Teach or Administrative which you are Prepared to Work;
 Number of Years Experience in Field;
 Interest in Full or Part-Time Schedule;
 Geographic Resembles.

- Geographic Requirements; and
 Rough Estimate of Salary Expectations

Each Participating College is an Equal Opportunity, Afternative Action Employer

Washington WASHINGTON UNIVERSITY IN ST. LOUIS

Associate Director of Law Library

The Washington University in St. Louis, Fround Lew Library is seeking candidates for the position of Associate Director. Responsibilities include the oversight of the law library's day-to-day scilvities, long-range planning, responsibilities for equivilions and collection development program, supervision of the serials departage, coordinating relevant operations with the calendary department and supervision and coordination of staff. This position reports to the Director of the Law Library. Available February 1, 1992. Required: master's degree in Library Science had Al. A. accerdited program; J. D. degree plus three years' relevant administrative experience. Salary commensurate with qualifications.

Employment aligibility varification required upon hire. filmstive Action, Equal Opportunity Employer.

Send résumé to: Professor Bernard D. Roans, Jr.
Professor of Law
Director, Law Library
Washington University
Compus Sex 1120

Sumé and 3 references to Dr. Randall Heckman. Search Committee Chair, pearment of Mathematics and Statis University. Anticipated mathematics opeoing for 1992-93. Masters and doctoral levels. Teaching in undergraduate mathematics of Mathematics and Statistics. University of Nebraska 6849-360. EEO/AA.

Nebraska 68849-360. EEO/AA.

Nebraska 68849-360. EEO/AA.

Mathematics: Chairseton Southern University in yits: applications for an Assistant or Associate Professor. Candidates with a doctorate in mathematics of three references should be sent to: Dr. Associate Professor. Candidates with a doctorate in mathematics of the references should be sent to: Dr. Associate Professor. Candidates with a doctorate in mathematics related area are professor. Candidates with a doctorate in mathematics of three references should be sent to: Dr. Associate Professor. Candidates with a doctorate in mathematics and search and part or supplied mathematics. Full time teaching experience is not required. Salary and benefits are and the names and talephone numbers of three references should be sent to: Dr. Robert B. Clay. Chair, Department of Salary and benefits are particularly and the supplied of the part of the rest, a curriculum via the position is the part or supplied mathematics. Full time teaching experience is not required. Salary and benefits are particularly and part of the rest, and the part or supplied mathematics of the mathematics of the mathematics of the mathematics of particular and part of supplied mathematics. Pull time teaching experience is conpensal and supportive and the supplied mathematics of the mathemat

1

Mathematica: Professor. Available September 1992. Roquirus Master's in Mathematics. First review of applications will be March 16, 1992. Ability to work with its guistically/culturally diverse populations, inquira: Personnel Office. P. O. Bot 393, Yuma, Arizona 85366-0529 or 603-344-7504. AA/EOR. AA/EOR.

Mathematics Education: The College of Education at the University of Illinois at Chicago invites applications for a tenure-mail position starting in the 1992-1993 scales by year. Well-qualified applicants with an earned doctorate and research interest are urged to apply. All candidates must have completed their doctoral degree or provide assurance of completion prior to the appointment date of August 21, 1992, The position involves Leaching at the graduate and undergraduate levels, performing service.

INTERCOLLEGIATE ATHLETICS Michigan State University

DIRECTOR OF

BULLETIN BOARD: Positions available

East Lansing, Michigan

Michigan State University invites nominations and applications for the position of Director of Intercollegiate Athletics. The Director reports to the Provost/Vice President for Academic Affairs and administers the Intercollegiate athletic program consisting of 25 sports for man

Michigan State University is one of the nation's leading land-grant institutions and a member of the Association of American Universities (AAI), its fourteen colleges enrolling approximately 40,000 attidents. In intercollegists athletics. Michigan States University is a Division I member of the National Collegists Athletic Association and the Big Tenand CCHA Conferences.

and CCHA Conterances.

The Director is to provide effective human resource leadership and management of the Department of intercollegiste Athletics, including recommending the appointment of cosches and other employees, and avoivement in other contractual matters; prepares and administers the annual operating budget of the Department; also, the Director is the principal representative for the promotion and advancement of athletic programs with campus, community, and alumni groups and appropriate athletics brained within the context of an understanding of the role of athletics in a university.

The University is committed to maintaining academic and athletic excellence in both revenue and non-revenue sports activities and, to that end, seeke an individual possessing the appropriate values and ability to work and communicate effectively with diverse constituencies in an excellence activity and seekees.

Candidates must possess a bachslor's degree as a minimum, experience in leadership and management which reflects abilities to administers complex intercollegists athletic program with the fiscal, scademio
and professional integrity required by a university of this stature and in
compliance with rules and regulations of sesociations and conferences
of which the University is a member and in accordance with the principles enunciated by the Knight Commission. The University is committed to affirmative action, especially in administrative appointments. This position offers a competitive salary and benefits in a multiple-yea

Applications, including a curriculum vitae, and rominations abould be submitted, preferably by Fabruary 1, 1992, to the Chairperson, Athleto Director Search Committee, P. O. Box 1434, East Lensing, Michigan 48823.

M&U is an Affirmative Action, Equal Opportunity institution



Assistant Director for Learning Resources

COLLIER COUNTY CAMPUS

Responsible to the Provost for general supervision and development of the new campus library/media service. With work in cooperation w/Director of Learning Resources—Lee County Campus. An earned Master's degree in Library Science from a regionally accredited institution of higher education is required with demonstrated competence as a librarian at the college/university level, experience in budgeting and supervision of personnel in addition to Learning Resources utilization, circulation or reference services. Beginning date of employment is March 2, 1992. Starling salary of \$41,616. Apply with names, addrosses and phone numbers of three professional references and a current résumé to Edeon Community College Personnel Office (CC-6D), P. O. Box 06210, Ft. Myers, Ft. 33908-6210 by January 31, 1992.

EA/EO Employer

conducting research, and supervising grades to indents. Position is continuent upon sidenges funding. Mathematics Education (Dera Bask). Joint appointment in the College of Education (Balicational Psychology of Carticulum and Instruction Area), and additional description and Instruction Area), and additional descriptions of distinctional Psychology and the Department of description, teaching and learning of tensions, reaching and learning of the particularly in the given to candidate in effecting tensions, preference will be given to candidate, particularly in urban settings, leading mathematics of the properties of cause Process Liters of nominations or speciation should identify the specific position of interest. Applications should incode the present application should incode the present application should incode the present and properties and process and process and process capitality of the and sample of preprints that there references letters sent to necomber of the present of the sent of the present of the presen

Mathematics/Science Education: Assistant Professor with research orientation and interest in Is-12 mathematics/science and evidence of teaching excellence usuals for Washington Campus. Ph.D. in Math/Science Education or a related Beld required. Public school teaching experience, experience decadon and research interest in copasitive science devirable. Responsibilities include teaching math/science to graduate teacher education, and research interest in copasitive science devirable. Responsibilities include teaching math/science to graduate teacher education students, stodent advising, and collaborative work with public schools. Starting date August, 1992. Review of applications beginning February 1, 1992, and conlinuing until the position is filled. Send letter of application, vita, and three letters of recommendation to Professor and Send letter of application, vita, and three letters of recommendation to Professor may be considered for exceptional teaching math/science for the subject. Applicants should hold a doctorate and have strong in the letters of recommendation to Professor may be considered for exceptional teaching math/science for the subject. Applicants should apply the professor may be considered for exceptional teaching and research. The long-time of professor may be considered for exceptional teaching and state in writing by submitting a risunet, state in exception and professor may be considered for exceptional teaching and state in the professor may be considered for exceptional teaching and state in the professor may be considered for exceptional teaching and state in the professor may be considered for exceptional teaching and state in the professor may be considered for exceptional teaching and the professor may be considered for exceptional teaching and the professor may be considered for exceptional teaching and the professor may be considered for exceptional teaching and the professor may be considered for exceptional teaching and the professor may be considered for exceptional teaching a Mahematics Education: The Department of Curicisism and Instruction invites applications for an Assistant Professor of Mathematics Beating The State of Mathematics Position beginning August 17, 190 voluments of Cammer Carphoyasemi Republishes lockette teaching undermatics and graduate coorses both on-and of-campus, conducting research and

Institute development activities. Applicants must have attained at least a Bachelor's Degree, be able to demonstrate auccess in development activities, be organized, and have strong written and verbal skills. Compensation for this position is competitive and dependent on qualifications. Interested candidates are asked to submit an introductory letter, resume and salary requirements to Bradford P. Johnson, Executive Director, Institute of World

Institute of World Affairs

DEVELOPMENT DIRECTOR

The Institute of World Affairs, founded in 1924 as an internation-

al education organization, has an immediate opening for an experi-

enced person to develop and coordinate its fund-raising activities.

The Institute advances knowledge of international affairs through

programs that include seminars, residential conferences and publications. The successful candidate will be responsible for directing

the annual giving campaign; writing and editing grant proposals

and reports; organizing fund-raising events; supervising publication of the Institute's annual report; and otherwise coordinating

Affairs, 375 Twin Lakes Road, Salisbury, Connecticut 06068. Deadline: February 14, 1992.

BATES COLLEGE Assistant Director of Financial Aid

> Bates College invites applications and nominations for the position of Assistant Director of Financial Aid. Bates College, located in south-central Maine, 140 miles north of Boston and 25 miles from the Maine coast, is a highly selective liberal arts college of approximately 1,500 undergraduate students and 160 members of the faculty. The position involves all the normal facets of financial etd administration needs analysis, coordination of federal and institutional aid programs, and family and student counseling. The successful condidate will coordinate the use of office computer systems and assist in office management.

Requirements include bachelor's degree, demonstrated competence in com-puler use and experience in student linancial aid.

Send résumé and letter of application by FEBRUARY 3, 1992 to: SEARCH COMMITTEE
ASSISTANT DIRECTOR OF FINANCIAL AID
BATES COLLEGE
PERSONNEL OFFICE
217-F LANE HALL
LEWISTON, ME 04240

Bates College is an Affirmative Action, Equal Opportunity employer.

Minorities and women are encouraged to apply.

CHIEF **ILLINOIS STATE WATER SURVEY**

Nominations and applications are invited for the position of Chief of the Illinois State Water Survey, a Division of the Department of Energy & Natural Respurces and an affitiated agency of the University of Illinois at Urbana-Chempaign. The Survey is Illinois primary agency for basic and applied resourch in water and atmospheric resources and has an annual budget of \$11.5 million. The Chief has administrative responsibility for approximately 250 scientists, angineers, and support staff. The Chief must interact with representatives of agencies at all levels of state and federal government. Qualifications; A Ph.D. or research aquivalent experience in a relevant science or engineering discipline; substantial research experience; and demonstrated menagement and teadership skills in scientific research. Minimum salary: \$50,000. To ensure full consideration, send latter of application, résumé, publication record, and names of five references by March 31, 1992, to the address below. Interviews will begin in May 1992.

V. C. Bowersox, Chairperson Bearch Committee for the Chief Illinois State Water Burvey P. O. Box 2444 • Chempaign, it. 61825-2444 Tel. 1217) 333-2210

The State of Illinois is an Affirmative Action, Equal Opportunity Employar.

Mathematicu/Science/Engineering: Division Chair. Mathematics, Science and Engineering. Northern Virginia Community College, Annandaic Campus, Provide leadership for some 30 full-time faculty. 60 partitime faculty and related support staff. Specialist or equivalent (24 graduate somesters hours beyond masters' degree) in a discipline within the division and two years teaching or related occupational experience required. Destorate, community colonic conductors.

applicant and ton references for a topure rank applicant to; Search Committee: Solid Mechanics, clo Chairman, Department of Mechanical Engineering, University of California, Berkeley, California 94730. All applications received through February 14, 1992 will be considered. The University of California is an Equal Opportunity, Affirmative Action Employer.

PENNSTATE



ART EDITOR

Penn State secks an Art Editor to manage a four-person staff of designers. The art department is part of the Department of Publications, a centralized service department for the University that offers creative help and consultation in the design, editing and production of all the University's printed

The individual selected will participate in setting University graphic design and identify standards as well as conceive design directions and strategies for University publications. Candidates should be thoroughly familiar with all technical and creative aspects of graphic design, printing and graphic-related technology, including computers. Strong but sensitive managerial experience and organizational skills required. Requires Bachelor's degree, or equivalent, with major in Art and from 2 to 3 years of effective experience in graphic design of cointed materials; thorough knowledge of typography and printed materials; thorough knowledge of typography and graphic art processes and technology highly desirable.

Penn State is a major public research university of over 70,000 students at 23 locations throughout Pennsylvania. The Department of Publications is located at the University Park Campus, the administrative hub located in the center of the state. Very desirable living conditions coupled with the growth of the area as a technology/research center make it a prime location for those seeking relocation opportunities.

Send letter of application, resume, and salary requirements to: Employment Division, Job #C-2051, 120 South Burrowes Street, University Park, PA 16801. Application Deadline:

An Affirmative Action/Equal Opportunity Employer Women and Minerities Encouraged To Apply

ASSISTANT DIRECTOR FOR PUBLIC PROGRAMS GM-15: \$61,643-\$80,138 per annum

The Smithsonian Institution's National Museum of the American Indian is seeking candidates for the position of Assistant Director for Public Programs. Candidates must have strong interpersonal and intercultural skills, and experience in planning, developing and managing public programs involving education, training, outreach, and exhibitions, especially in a Native American context. Candidates should possess skill in developing museum space for a variety of public programming uses, and ability to work with architects, engineers, contractors, and advisory committees.

This is a Federal position. Relocation expenses may be paid, and benefits are good. To apply, send a completed Form SF-171 (Application for Federal Employment) to:

Smarponian iuminion
Office of Human Resources
Branch 2
Post Office Box 23293
Attn: #91-2375G
Washington, D.C. 20026-3293

For application form and vacancy announcement, call Smithsonian Job Line (202) 287-3102 anytime. For job information only, call Howard Toy (202) 357-1301. Applications must be received by February 28, 1992. EOE.

of professional interests, one copy of each significant publication, and names, addresses and phone numbers of five professional references for an Assistant rank sopilicant and tou references for a tenuro rank applicant to: Search Committee: Design/Miterials, cio Chairman, Department of Mechanical Engineering, University of Cakforpia, Berkeley, California 94720. All applications received through February 14, 1972 will be considered. The University of California is an Equal Opportunity, Affirmative Action Employer.

make within the avision is two years and the community contract contrac



COORDINATOR OF INTERNATIONAL BUSINESS

College of Business

Illinois State University

Coordinator, International Business Program. Twelve-month appointment, Associate or Full Professor level. The position involves administering and coordinating an interdisciplinary program in an AACSB-accredited College of Business.

of Business.

RESPONSIBILITIES: The Coordinator administers an office that provides leadership for the scademic program served by eight FTE faculty from the departments in the College. The Coordinator exercises leadership in policy development and strategic planning for International Business, assist in recruiting and developing faculty, strengthening teaching and research quality and productivity and expanding internal and external program development. The Coordinator will maintain liaison with academic departments, both in the College and other Departments on campus. The Coordinator is expected to work closely with students, student organizations and the University Office of International Studies and build alliances with campus and community groups. Involvement and coordination of studies abroad, placement of graduates, cultivation of internship opportunities and alumnit development are related activities.

QUALIFICATIONS: Preference will be given to an incliniously with an appro-QUALITATION PROFESSION OF REVENTE OF ALTERNATION OF THE PROFESSION OF THE PROFESSION

APPOINTMENT: July 1, 1992.

THE PROGRAM: The International Business program has about 200 under-graduate majors with faculty from all business disciplines. International pro-gram exchanges currently exist with four international universities (France, Germany, England, and Mexico) with others to be developed. Currently, the academic major is the only such undergraduate program available within the State of Illinois at a public university.

REMUNERATION: Salary is competitive with AACSB schools and an excel-lent fringe benefits package is available.

APPLICATION: Applications will be accepted until the position is filled, but to assure consideration, submit a letter of application, vita, and names of three references by February 15, 1992 to:

Dr. Warren R. Nielsen Search Committee Chairperson College of Business Illinois State University Normal, 31, 61761 (309) 438-5701

Illinois State University is an Banal Opportunity, Affirmative Action Employer.

SEARCH EXTENDED: **COLLECTION DEVELOPMENT LIBRARIAN/** MANAGER OF COLLECTION SERVICES

MANTED: Innovative librarian to revitalize collection developmen program, integrating traditional print collections with non-print and computer based information resources. Reporting to the Director, this key position will develop and manage the program, foster ongoing collaborative relationship between faculty and librarians, and provide leadership and support for the collection development activities of each Bucknell librarian (14 total). Actively participates n library-wide planning and policy making.

REQUIRED: ALA-MLS; substantial experience in academic librarian ship; ability to motivate and develop staff in a matrix environment; strong communication skills; demonstrated analytical and planning abilities. Liberal arts background preferred. Hiring Range: low

For maximum consideration, submit letter of interest, resume, and names and phone numbers of three references, by March 23, 1992,



Ann de Klerk Director of Library Services Room 200 Ellen Clarke Bertrand Library **Bucknell University** Lewisburg, PA 17837

Applications from members of minority groups are encouraged.

Media and Educational Technology: Chairperson. See Western Illinois University of Auckinnd, New Zealand, A Sealor Loctureship in display advertisement in this issue.

Media Studies: University of Southern Malne. The Department of Controvalication is seeking a candidate for a tenere-track. Austicath Professor position in its new Media studies concentration beginning the Ball sementer; 1992, Applicants should be able to tench both field and studie production and also be proficient in theoretical or case depending upon interests and expertise. Such courses as Media and Social Impact, Media and Ethics, Media and Public Policy. Political Communication and also be proficed in the expertised to pursue research activities. Role of Mass Media and Public Policy. Political Communication and/or Political Role of Mass Media would be veducate editions. The department seeks applicative with exceptional teaching sidils and research/creative activity. Quilled applications will have spice and extended and politication of the Capital of Medicine in Internal Medicine and should have some experience in teaching send the profice and should have some expertence in teaching undertraduate and postgraduate and will he expected to pursue research activities. This term of appointment is for five visual of the proposition and the profice of the Capital of the C

STATE COLLEGE AND UNIVERSITY SYSTEMS OF WEST VIRGINIA

DIRECTOR OF FINANCE AND FACILITIES (Chief Fiscal Officer)

POSITION: The Director of Finance and Facilities is a member of the senior staff of the Central Office of the State College and University Systems of West Virginia which provides administrative support services to the governing boards and Chancellors of these two systems of public higher education. The Systems include sixteen institutions enrolling almost 80,000 students.

Systems include sixteen institutions enrolling almost 80,000 students. The Director of Finance and Facilities has primary responsibilities for all major aspects of each system's state-level financial management and facilities administrative activities. This position serves as a liaison to, assists, and where appropriate, gives direction to the chief fiscal officers of the public colleges and universities in complying with financial, administrative, and accounting policies and procedures of the State, the governing boards, and their respective Chancellors. The position requires extensive communication with the Chancellors, the Senior Administrator and other Central Office stalf, Board members, governmental officials and their staffs, senior institutional administrators, faculty, staff, students, the general public, and occasionally the press.

QUALIFICATIONS: Extensive knowledge of higher education linance and facilities planning and management. Strong organizational, analytical, and communication skills are essential. Relevant higher education experience is required, with experience in a higher education system being desirable. Advanced and relevant degrees are expected, but relevant experience may

SALARY AND BENEFITS: Competitive salary with attractive benefits pack-

APPLICATION PROCEDURES: Consideration of candidates will begin on February 1, 1992. For additional information, call (304) 348-2104. A letter of interest and vita to: Margaret V. Robinson, Assistant Director of Higher Education Personnel, Central Office, State College and University Systems, 1018 Kanawha Boulevard, East, Suite 700, Charleston, West Virginia 25301.

AN EO/AA EMPLOYER



Director, International Management Center (IMC) **COLLEGE OF BUSINESS ADMINISTRATION**

The International Management Center (IMC) Director is responsible to the College of Business Administration dean for the administration of IMC programs and staff and the development and coordination of comprehensive International Business programs in conjunction with the CBA faculty and neademic units. The Director shall also hold faculty appointment at the Associate or Pull Professor rank in a College of Business administration discipline with teaching and research responsibilities commensurate with vith teaching and research respon

Candidates must hold an earned doctorate in a business related discipline appropriate to faculty appointment in the College, present a distinguished record of scholarly achievement and teaching effectiveness in an established international Business program, and demonstrate effective leadership, alministrative, and interpresonal skills. The CBA is AACSB accredited and offers BSBA, MA, Master of Accounting and Master of Taxation degrees with 45 full-time faculty, 800 FTB undergraduate and over 200 FTB graduate students. The IMC was established in 1991 to provide coordination of comprehensive International Business programs including curricula development, research, executive programs, faculty and student exchange programs, and international business development assistance.

The University of Tulsa is a private comprehensive university of 4500 students located in an urban area. The university is an equal opportunity, affirmative action employer committed to diversifying its faculty and staff, Members of underrepresented groups (people of color, people with disabilities, women, veterans, etc.) are strongly encouraged to apply. Applications will be given full consideration until the position is filled. Send inquiries or resume to: J. Markham Collins, Associate Dean, University of Tulsa, 600 South College Ave., Tulsa, OK 74104, (918) 631-2213.

Nimber UAC.112 in all correspondence. The University of Auckland An Equal Employment Opportunity Employer.

Medicine/Desan: Alabama-Dean. Applications and nominations for the position of University of Minister: The University invites applications and nominations are now being accepted for the position of dean of the University of Alabama School of Medicine.

UAB. Candidates should be recognized eleaders in the Beld of medical education who possess appropriate credentials and experience in professional and exacedensic roadions. The University of Alabama School of Medicine is an administrative component of UAB academic health center. The dean property to the vice president for health affairs and participates administrative component of UAB academic health center. The dean property to the vice president of the University Alabama for the University of Medicine of Medicine is an administrative component of UAB academic health center the dean elease reviews as the chief academic and programs of the entire professional and experience in professi policy, plans and programs of the entire health canter. The dean also serves as the chief scade mile and administrative officer of all of the School of Medicina and has responsibility for instructional, research, and responsibility for instructional, research, and applicant care programs. EEO/AA employer. Please send letter of intent or notalizations by May 1, 1997 along with supporting curriculum vince to Dr. Victor Mattices, Chert, Dean's Search Committee, University of Alabama at Birminsham, 1919 7th Avenue South, UAB Station, SDB Box 27, Birminsham, Alabams 35294.

Merchandising: Two full-time teaching positions in (1) home furnishings and (3) texture of the community and in spiritual and colinian, available September, 1992. Applicants must have canted decipate in (1) home furnishings and (3) texture of the community and in spiritual and continuing or fashion merchandising and (3) texture of the community of the community and in spiritual and colinian, available September, 1992. Applicants must have carned decipate in (1) home furnishings and (3) texture of the community and in spiritual and continuing or fashion merchandising and (3) texture of the community and in spiritual and continuing or fashion merchandising and (3) texture of the community and in spiritual and continuing or fashion merchandising and (3) texture of the community and in spiritual and continuing or fashion merchandisms and (3) texture of the community and in spiritual and continuing or fashion merchandisms and (3) texture of the community and in spiritual and continuing or fashion merchandisms and (3) texture of the community of the co

Worker Education

ucens College's Extension Site (UAW District 65 Headquarters, in lower Manhattan) provides higher education opportunities for working adults. Staff work closely with the Union to develop a supportive environment and strong learning community for a highly diverse student holy. Students curoll in liberal arts courses and major in either labor studies or urban studies. The Extension Site seeks the follow-

Director: Responsible for development, coordination & supervision of Extension Site; planning, curriculum development, course scheduling & recruitment; supervision of all Extension Site staff. Bachelor's degree and 6 yrs experience required PhD and experience in worker or adult education highly desired. Salary: \$37,308-\$46,176.

Information Specialist: To develop a strong scademic support system; supervise part-time staff; conduct admission intervies. monitor adherence to academic requirements, and assist sudents in program planning; oversee student retention and aca-demic progress. Buchelor's degree & 4 yrs experience required advanced degree and experience in worker or adult education preferred. Salary: \$28,030-\$34,008.

Coordinator of Administration Services: To coordinate affcampus recruitment, admissions, registration, and financial aid services; supervise elerical and administrative support staff; serve as linison to on-campus units. Bachelor's degree & 2 yrs experience required; advanced degree and experience in worker or adult education preferred. Salary: \$23,035-\$29,346.

Salaries commensurate with qualifientions/experience; excellent fringes. Send resumes by February 14 to Dr. Gregory Manisios, Director of Worker Education, Queens College/CUNY. Flushing, NY 11367. AMEOE



DIMENDIA CONTRACTOR CO

UNIVERSITY OF PITTSBURGH Director of the University Library System

The University of Purchargh mentes nonunations and applications for the position of Director of the University I thrary System. The University of Pirisburgh is a member of the Association of American Universities, as organization of major research universities in North America. The University Library System, a member of the Association of Research Libraries, includes 18 University of Pirisburgh Libraries staffed by 94 professional librarians and holding a total collection of nearby 2.5 million volumes advover 2 million microforms, as well as over 2.5,000 serials. The association are of the University of Pirisburgh michael those of the School of Law, the four regional campuses, and the method division. The total University of Pirisburgh michael those of the School of Law, the four regional campuses, and the method division. The total University collection includes over 3,200,000 volumes, over 2,000,000 microforms, and over 15,000 total or 100 million and integrated, automated environment. remertion methods over 3, 380, 080 volumes, over 2, 680, 080 incretomes, nearly 25, 080 serials. Operating in an integrated, automated environmente University libraries serve more than 31, 180 graduate and undergradus students and over 2500 (aculty. The Director is a senior academic officer the University and plays a leadership tole in addressing University-wallibrary issues and programs.

Qualifications for this position include: A dynamic view of the role of an academic research library and the issue facing research librarianship and higher education in general
Record of successful management in a complex library system, as well a in achieving the coordination, cooperation, and resource sharing required in such as environment.

in such an environment

Ability to establish and maintain effective communications relationship with library, staff, faculty, administrators, students, and the external conmunity

Byidence of effective, inhovative leadership in resource development

By the control of the control of

Experience with using and managing library automation systems and new library technologies
 Appropriate educational background, including an ALA accredited mater's level degree or equivalent

Salary is commensurare with experience. Nominations and/or applications, including current resumes and references, should be submitted no later that March 15 to: The Secretary, University Library Systems Director Search Committee, University of Pattsburgh, 826 Cathedral of Learning, Pinhurch, Pd. 15741.

The University of Pattsburgh is an Equal Opportunity, Affirmative Act Employer.

Museum Administration: Sam Houston State University. Sam Houston Memorial Museum Complex, Director. Sem Houston State University seeks applicant/momina-tions for the position of director of the Sam

Nebraska Wasiayan University, Attention:
Dr. Richard Quian, Executive Assistant to the Fresident, 500 Saint Paul, Lincoln, Nebraska 68504.

Ministry Continuing Education: Asbury Theological Seminary, a confessional, seriously translation in tradition, is seeking candidates for the position of Director of Continuing and services of the seminary, plus assist with new programs in connection with the developing Becson Center for Biblical Freaching and Pastoral Leadership. Academic credentials preferred but not required in one or more of the following areas: Church History, Christian Education, Management and Administration. Some teaching opportunities may be possible. Ordination or equivalent musicity experience required, U.S. citizenship is required. Contact Dr. Lestia Andrews, Acting Provost, Wilmore, Kentucky 40390; 1606; ESE-3281. Closing data for applications is March 15, 1992. EQIFAA.

Museum Administration: Sam Houston Mernorial disease of three general properties of the position of director of the Sam Houston State University, Sam Houston State University, Sam Houston State University seeks applicant/should be provided to the life of Green's Sam Bondedicated to the life of Green's Sa

Director

Center for Research on Sulfur in Coal

BULLETIN BOARD: Positions available

The Illnois Coal Development Soard in conjunction with Southern Illinois University at Carbondele (SIUC) and the Illinois Department of Energy and Natural Resources (ENR) Invite applications for the position of Director of the Center for Research on Sulfur in Coal (CRSC). The director administers and coordinates a five million dollar research, development, and service program for ENR's Coal Development Board. The director reports to the Associate Vice President for Academic Affeirs and Research and Dean of the Graduate School, SIUC, with research to matters involving administration of University policies. Affeirs and Research and Dean of the Graduate School, SIUC, with respect to matters involving administration of University policies and procedures at SIUC; and reports to the Director, Office of Coal Development and Marketing. ENR and The Illinois Coal Development Board relative to programmetic operations of the CRSC. The CRSC has technical, administrative, and support staff under the supervision of the director. The CRSC is located at the Illinois Coal Development Perk, Certarville, Illinois.

Cartervilla, Illinola.

Applicants must have demonstrated leadership and administrative abilities and at least 10 years of progressive advancement including technical and executive positions in coal extraction or utilization industries, government agencies related to coal, and/or coal research institutions, Applicants must have a good working knowledge of coal research and development programs and other coal-related activities in government and industry. Applicants must also possess excellent communication skills and have a proven ability to interact effectively with government agencies and boards, research inscitutions and individual researchers, industry, the general public, and other groups. An earned baccalaurests degree in a coal-related angineering field or physical science with extensive experience is required. An additional advanced graduate degree, or degree in a coal-related field would be preferred.

Beannalbilities include developing annual goals and objectives for the

Responsibilities include developing annual goals and objectives for the CASC; preparing detailed program implementation and program assessment plans for approval and distribution by the Illinois Coal Development Board; coordinating the solicitation, review, and selection of coal research and development projects for funding; managing the CASC research and administrative budgets and staff; and serving as the lisson officer between the CASC and SIUC units that provide administrative or fiscal services for the CASC and its programs. ncibilities include developing annual goals and objectives for the Salary range is \$50,000 to \$70,000.

Application Deadline: Friday, February 14, 1992. Inquiries should be directed to:

Char, Search Committee for Director of the Center for Research on Sulfur in Coal c/o the Gradunto School Southern Illinois University at Carbondale Carbondale, Illinois 82901

SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



PSYCHOLOGIST II

Center for Counseling & Student Development

The University of Dolaware currently seeks applications from individuals with a Ph D in Counseling or Clinical Psychology (preferably from an APA approved program), two to five years of post-doctoral counsuling experience (college or university counseling setting desired), and possession of or eligibility for DE licensure as a Psychologist. Proven skills in working effectively with women's escres are also required.

This position is responsible for individual and group counseling on personal, educational and career concerns, teaching and supervision in a Master's level grad program and an APA approved doctoral internship, outroach and student development activities, consultation with individuals or groups of students, faculty and staff, and other related duties. Faculty rank possible. The Center environment includes several psychologists and four full-time doctoral

The University of Delaware is located in Newark, DE, a small college town midway between Baltırnore & Philadelphia, and has an enrollment of approximately 15,000 undergraduates and 3,000 graduate students. To apply, send a lotter of application, resume, three letters of reference and transcripts of all graduate work to John B. Bishop, Ph.D., Dean of ounseling and Student Development, University of Delaware, Newark, DE 19716-6501. Application deadline

The UNIVERSITY OF DELAWARE is an equal opportunity imployer which encourages applications from qualified ninority group members and women

Director of the Advising Center SAN FRANCISCO STATE UNIVERSITY

San Francisco State University seeks applications and nominations for the position of Director of the Advising Center. The university is a member of the California State University system and is a comprehensive institution of more than 28,000 students and approximately 1,500 full and part time faculty. It is located in a cosmopolitan urban setting and draws students from diverse ethnic, cultural, and socioeconomic backgrounds. The university has a strong commitment to affirmative action and encourages women, members of all othnic groups, and people with disabilities to apply.

ethnic groups, and people with disabilities to apply.

The Director of the Advising Center reports to the Dean of Undergraduate Studies and is responsible for all matters pertaining to the comprehensive academic advising system on campus, included in the responsibilities for this position are program development, oversight and avaluation of campus academic advising services, including the Learning Assistance Center, development, management, and maintenance of the center's budget; and the recruitment, training, supervision and evaluation of staff. Qualifications include the ability to recruit, work with, and retain a diverse set of professionals; to interact and work with university constituencies including the schools, departments and individual faculty to improve the quality of advising; and to represent the Academic Affairs and Advising perspectives on university committees and to the Academic Senate as appropriate. Experience in conflict resolution at the informal and formal levels is desirable.

We seek a director who has the practical and theoretical leacuited of hours.

We seek a director who has the practical and theoretical knowledge of how academic skills development is affected by cognitive and behavioral underpreparedness as well as one who has experience working with faculty, staff, and students to develop academic skills and advising programs designed to improve the performance of all the student populations served by San Francisco State University.

Candidates for the position should have an earned doctorate in an appropriate itell from an accredited institution; a history of administrative achievement and effectiveness in an advising unit; experience with and sensitivity to the needs of a highly diverse urban student population.

Application Deadline: Nominations and applications should be in the form of a letter with names and addresses of at least four references, a professional resume, and a brief philosophical statement reflecting the applicant's educational and administrative philosophy. Review of applications will begin February 15, 1992 and continue until the position is filled. The duties of the position will commence at the beginning of fall semester, 1992.

Applications and supplementary materials should be forwarded to:
Chair, Search Committee, Director of Advising
Office of the Dean of Undergraduate Studies
San Francisco State University
1600 Holloway Avenue
San Francisco, California 94132

BAYLOR UNIVERSITY

AREA DIRECTOR OF DEVELOPMENT FOR NORTH TEXAS

Baylor University is seeking applications for the position of Area Director of Development for North Texas. Responsibilities include the coordination of all development activities for the North Texas Development District, with emphasis upon Tarrant and Donton

Requirements include a Bachelor's degree, the ability to travel extensively and be in personal contact with donors and prospective donors and have an understanding of the mission and character of Baylor University. Preference will be given to a Baylor University graduate.

Send resume and three letters of reference by January 31, 1992 to:

Personnel Services and AA/EEO Office Baylor University P.O. Box 97053 Waco, Texas 76798-7053

Buylor is an Affirmative Action/Equal Employment Opportunity employer and is under the patronage and genral direction of the Baptist General Convention of Texas. Minorities and women are encouraged to

Museum Administration/History: Director, Museum Resource Center. The Director, Museum Resource Center works under the supervision of the Director of Education of the United States Holocaust Memorial Museum. The position involves responsibility for the creation and management of the Museum resource center which will serve teachers, students, researchers and parent; the identification, review and selection and organization of materials for use in the center; sassiance in teacher preparation and organization of materials for use in the center; assistance in teacher prepara-tion and training; contact with other Holo-caust organization; hiring and manage-ment of staff to carry out the duties of the resource center. Requirements include ex-perience in making difficult subjects com-preheasable to young beopte; identifying, locating and using print and non-print pri-

oping now Pine Arts degree program in music. Minimum qualifications: doctorate and recent teaching experience required. Application process: submit audiovideo tape, ourriculum vitae, three recent letters of reference, official copies of undergraduate degree transcripts, and completed job application to: University of Guam, Dr. Leonidas Sarakatsannis, Music Search Committee, clo Personnel Services Division, UGS Sinton, Mangano, Guam 96913. Application of eadline: review of applications will begin on February 15, 1997 and continue until the position is filled. For further information, call Personnel Services at (671) 734-9169-94539535 or call Dr. John Rider toil-free at 1-803-821-9233. EEO/AAE.

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Position Announcement

Director Career Planning and Placement

The Director will head a comprehensive career planning and placement center. The Director will assist students with career exploration and counseling, campus employment, internships, graduate school counselng, and placement. Master's degree and previous career development experience preferred.

Phillips University is a small, selective, private university recognized by US News and World Report as one of the top 10 small liberal arts colleges in the West. It is affilliated with the Christian Church (Disciples of

Applications received before Feb. 1, 1992 will receive priority. Desired starting date: May 1, 1992.

Please send letter of application, resume, and the names, addresses and phone numbers of three references to:

Dr. Walter B. Shaw Dean of Student Development PHILLIPS UNIVERSITY 100 South University Ave. Enid, Oklahoma 73701 Telephone (405) 237-4433, ext. 208

An Affirmative Action, Equal Opportunity Employer



EMORY UNIVERSITY Division of Educational Studies

Director, Educational **Policy Studies**

Emory University, Division of Educational Studies, invites applications and nominations to fill a position at the rank of Full Professor with tenure to serve as Director of the Division and to pursue teaching and research in Educational Policy Studies. The chief responsibility of this position is to lead a small but productive educational program in a private university as it seeks to play a major role in educational lonovation, with special emphasis on the needs of diverso student populations. In pursuit of this aim, the faculty of the Division is committed to the training of a cadre of reflective classroom teachers, educational leaders, and educational researchers. In addition to providing creative leadership for the Division, the person occupying the position of Director will be expected to teach courses and guide research in the field of Educational Policy Studies, as part of a selective doctoral training program. Qualifications for the position include: (1) administrative experience in higher education; (2) a proven track record in securing grant support; and (3) evidence of teaching and scholarship in the field of Educational Policy Studies, or in related fields, such as the political, economic, sociological, philosophical, or legal aspects of education. Salary competitive. Starring 1992 Esti Semester. Applications must include a complete curriculum vitae, selected preprints and reprints of scholarly publications, and the names of three persons who have agreed to supply letters of reference. Preprints and reprints will not be returned. To insure consideration, applications and there letters of reference should be submitted no later than Rebrusty 15 to:

Professor Charles Strickland Chair, Director Search Committee Division of Educational Studies Emory University Atlanta, GA 30322

Emory University is an Equal Opportunity, Affirmative Action Employer

NORTH CAROLINA STATE UNIVERSITY

Department of Housing and Residence Life

ASSISTANT DIRECTOR FOR STAFF DEVELOPMENT

Supervise and evaluate live full-time Area Directors. Design and implement stalf training for professional, office and resident advisor staffs. Coordinate the evaluation processes for all residence hall staff. Coordinate the administration of undergraduate course offered in the College of Psychology and Education which is no integral part of the RA selection process. Coordinate recruitment and selection processes for various levels of staff. Participate in departmental policy and decision making processes.

Qualifications: Master's degree and 3 years' full-time residence half experience. Previous experience in above areas of responsibility preferred. Remuneration: \$27,000-\$30,000 depending on qualifications State retirement plan; comprehensive insurance package; support for professional development. Starting date on or before June 1, 1992. Application deadline: March 15, 1992.

AREA DIRECTOR Supervises and manages residential area of 360-875 students. Selects, trains, supervises RA staff and graduate assistant(s). Applies student development through programming and student discipline practices. Co-instructs RA retaining class. Countinates facilities improvements for area. Theme Hall options which focus on international students, first year students, the arts, family housing and computers may be available.

Qualifications: Successful candidates will have a master's degree in student personnel or related field, residence hall staff or relevant work experience, an understanding and appreciation for diversity, a working knowledge of student development theory and strong administrative skills. A Macintosh personal computer is provided as administrative support in each area

Remuneration: Full-time, twelve-month, live-in position. Salary \$19,000; fur-nished apartment and board plan. Employment begins July 13, 1992. ASSISTANT AREA DIRECTOR (GRADUATE ASSISTANTSHIP) Assists Area Director in managing residential area. Assists in selection, training, and supervision of RA staff. Other duties include advising hall council, developmental and multicultural programming, facilities management and educational discipline.

Qualifications: Successful candidates have completed a BA/BS degree and are accepted into a graduate program at NCSU. Preference is given to applicants with undergraduate residence hall experience and/or those enrolled in the College of Education and Psychology.

Remuneration: 9.5 month, live-in position. Stipend of \$7,125, furnished apartment and board plan. Employment begins July 27, 1992.

To Apply: Send a letter of application specifying the position for which you and applying, résumé, all higher education transcripts and three letters of reference by April 3, 1992 to:

Susan Grant
Department of Housing and Residence Life
Box 7315 NCSU
Raleigh, North Carolina 27695-7315 atives will attend the SEAHO and NASPA conferences. Equal Opportunity, Affirmative Action Employer

SCIENCE OUTREACH COORDINATOR

The Rocketeller University, a renowned biomedical research in-sitution, seeks candidates for Coordinator, Science Education Outreach Program.

Foster Interactions between faculty, graduate students, high school teachers and NYC students. Initiate and coordinate science education programs. A committee of University scientists/staff and a committee of local H.S. teachers will assist. Involvement with other local outreach programs and proposals is esceptial.

BA required; background in science education; teachers wel-comed. Writing, budget, and grant experience preferred. De-mands an outgoing personality and mediator skills. Salary com-mensurate with experience. Excellent benefits; beautiful setting. Call (212) 570-8300 or send résumé with salary requirements to: The Rockefeller University, Personnel Dept., 1230 York Avenue, New York, NY 10021.



ROCKEFELLER UNIVERSITY

The Rockefeller University is an employer.

UNIVERSITY LIBRARIAN The University of South Florida/ **New College**

Sarasota Campus THE POSITION: Applications and nominations are invited for the posi-tion of University Library/Department Head. The University Librarian is responsible for the Sarasora Campus Library, one unit of a multi-campus university. Library staff includes 5 professional, 10 support staff, and part-time student assistants.

THE UNIVERSITY: USF was founded in 1956, the second largest of the nine universities of the State University System of Florida. Located on the bay front, the Sarasota Regional Campus serves 1,500 upper class and graduate students in the University Program and 500 undergraduates in the New College Program.

RESPONSIBILITIES: Plans, organizes and directs the operation of a university library and educational resources center within the University of South Florida. Provides policy and administrative leadership to all departments and divisions within the library by developing and interpreting organizational objectives, policies and procedures affecting the development and growth of library collections, educational resources services, and professional research.

Directs the preparation of budgets and approves all major expenditures in the acquisition of library book and non-book collections and equipment. Recruits, interviews and selects professional librarians for employment; oversees the training and development of professional and nonprofessional staff; conducts and directs employee evaluations in determining salary in creases, promotions, transfers, and terminations. Attends and participates in state, national and international professional library and educational communication organizations to maintain professional competency and to learn new techniques and methods in information resources management.

Performs related duties as required or deemed appropriate to the accomplishment of the responsibilities and functions of the office. MINIMUM QUALIFICATIONS: MLS from an ALA accredited institu-tion; 7 years' appropriate experience; professional knowledge of collection development, access and technical services, and library automation; ability

SALARY: \$47,000 negotiable.

APPLICATION DEADLINE: March 1, 1992.

ADDRESS: Please submit a letter of application, vira, and three letters of reference to Lucy Carroll, Office Manager, Jane B. Cook Library, University of South Florida, 5700 N. Tamiami Trail, Sarasota, Florida 34243-2197. The search and selection process will be conducted in accordance with provisions of the Government in the Sunshine laws of the State of Florida. Documents related to the search will be available for public inspection. USF is an Equal Opportunity, Affirmative Action Institution.



DIRECTOR OF **DEVELOPMENT** Waynesburg College

Waynesburg, Pennsylvania 15370

Waynesburg College, an independent, liberal arts institution in Southwestern Pennsylvania, seeks a dynamic Director of Development. Reporting to the Vice President for Institutional Advancement, the Director of Development will oversee all Annual Fund operations and planned giving programs, and will play a central role in the Institution's forthcoming capital campaign. A bachelor's degree, strong interpersonal and communications skills, and experience with computer information systems are required. Preference will be given to candidates with three or more years of successful development experience in an educational or related non-profit setting. The Director of Development should be an energetic, highly motivated fund raiser with an understanding of, and commitment to, the mission of a small, church-related college.

Waynesburg College has achieved record enrollment growth, solid success in fund raising, and a position of educational progress and academic innovation. Serving 1,250 full-time students on a picturesque campus one hour from Pittsburgh, Waynesburg College offers students broad knowledge required for global citizenship and leadership opportunities in service to others. The College enters its 143rd year with a realfirmation of its church-related heritage, a sound strategic vision, and a dedicated faculty and administrative staff.

Salary is negotiable. The position is available immediately. Applications will be accepted until the position is filled. Candidates must submit a letter of interest, a current résumé, and the names, addresses, and phone numbers of three references to: The Personnel Office, Waynesburg College, Waynesburg, PA 15370. AA/FOE.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

UNIVERSITY LIBRARIAN UNIVERSITY of IOUISVILLE

The University of Louisville invites applications and nominations for the position of University Librarian. The University of Louisville, established in 1798, is a state-supported urban institution with approximately 24,000 students and 1,200 faculty. The city of Louisville has an attractive cultural life and is consistently rated as one of the most livable cities in the U.S.

The University Libraries is an academic unit that includes the follow ne: a central library, a health sciences library, a science and engineer ing library, a music library, an art library, and a university archive.
The unit employs 35 librarians and 94 staff and contains over
1,100,000 volumes. Librarians have faculty status and are expected
to fulfill criteria for promotion and tenure. The University Librarian tenured with academic rank.

Responsibilities include: management of the University Libraries astem; accountability for a budget of over \$5,000,000; leadership of the library faculty and staff; application of computing and communications technology to support the Libraries' bibliographic collections and services; promotion of strong academic and community relationships; coordination of the Libraries' development activities. The University Librarian has the status of Dean, reports directly to the Provost, and serves as a member of the President's Executive Cabinet.

Qualifications: relevant advanced degree (MLS from an ALA-acree ited library school, or equivalent) required; second advanced degree desirable; progressively responsible administrative experience in a large academic library; record of innovative and energetic leadening, especially in the development of state-of-the-art library services, especially in the development of state-of-the-art library service, including access to documents in newly emerging electronic medic experience with fiscal management and fund raising; record of earch and professional achievement that merits appointment at the vel of full professor; firm grasp of current issues and trends in a

Salary negotiable beginning at \$60,000. Review of nominations an applications will begin on March 15, 1992. Send letters of nomina on or application (including a curriculum vitue and the name resses, and telephone numbers of at least five references) to

> Richard Griscon Chair, University Librarian Search Committee Office of the University Provost 201 Grawemeyer Hall University of Louisville Louisville, KY 40292

e University of Louisville is an Equal Opportunity/Affirmative Action Employers ted to cultural diversity. Women and minoraties are encouraged to apply.

Director, Office of Intellectual Property

Michigan State University is inviting applications and nominations for the newly established position of Director, Office of Intellectual Prop-

erty.

The Director will report to the Vice President for Research and Graduate Students and will be responsible for the licensing of University owned patents, copyrights and other tengible research properly. Activities include stimulation of faculty disclosures, evaluation of the declosures for commercial viability, and draftling, negotating and monitoring license agreements. The Director is responsible for the administration of University patent policies in negotiations involving faculty inventors. University administrators, patent counsel and the commercial community and participates in the negotiation of research grants and contracts as well as bearing the primary responsibility in licensing negotiations.

The establishment of this new position offers an outstanding opportu-

The establishment of this new position offers an outstanding apportunity for an experienced, sentor licensing person. Compensation will be competitive and will depend on qualifications and experience The successful candidate should have, as a minimum, a bashelot's degree (an advanced degree is preferable), familiarity with law, experience in a complete technology transfer operation, as well as knowledge of federal and non-federal contract and grant administration within a university.

This position requires a self-starter, the ability to work well with offers, good attention to detail and good negotiating skills, coupled with an empathetic approach to faculty inventors and experience in a unversity employment.

Michigan State University is an Equal Opportunity and Affirmative Action Employer. Applications from women and minorities are en-

Applicants should send a résumé of their education and experience and the names, addresses and telephone numbers of st least three (8)

Dr. Henry E. Bredack Assistant Vice President for Research Room 238, Administration Building Michigan State University East Lansing, Michigan 48824-1048

Screening of applications will begin March 1, 1992 and will continue until the position is filled.

ence, ABD may be considered. Salary and rank commenturate with qualifications. In addition, SAU offers an excellent fringe benefits package. While the primary emphasis at SAU is on high quality teaching to undergraduate students, research and public service are encouraged and supported. SAU believes that cultural diversity is estential to the educational process, thus applications from minorities and women are strongly encouraged. Applications with be accepted until the position is filled. The formal review process will begin February 15, 1992, interested persons abould send a letter of interest, resume and the names, addresses and telephone numbers of three people who may be contacted as references to: Director of Personnel, Southern Arkanias University, SAU Box 1288, Magnolla, Arkanias 17733. Telephone: (1801) 235-4008, Affirmative Action, Equal Opportunity Brapkoyer.

RULLETIN BOARD: Positions available

The University of North Carolina at Chapel Hill

IINIVERSITY LIBRARIAN

The UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL invites The UNIVERSITY OF NORTH CARCHINA AT CHAPEL HILL invites applications and nonmations for the position of University Librarian. There are more than 2, 100 faculty at the University, and over 23,000 students. The Ph.D. is offered in 62 fields. The University I then in administers the Academic Affairs Libraries which include Davis Library, the Wilson Special Collections Library, the House Undergraduate Library, and eight branch libraries. They hold over 3.8 million volumes and 3.3 million microforms. Library staff is comprised of 87 librarians, 162 career support staff, and approximately 300 part-time student employees. The current budget exceeds \$13,000,000.

The University Librarian reports to the Provost. An elected Administrative Board representing all faculty ranks and divisions provides advice on policy

The University Libraries have a long history of cooperative collection develoment, resource sharing, Joint development and operation of automated library systems and coordinated grant activities with Duke University and North Carolina State University in the Triangle Research Libraries Network his essential that the Librarian be strongly committed to continuing

Responsibilities: innovative management of the library units; evaluating and extending current services; keeping abreast of the rapid changes in information technology and developing strategies for implementation. The Librarian will also play an important role in a major fund-ratsing effort recently launched in conjunction with the University's bacentennial.

Qualifications: Significant achievement in the administration of modern research libraries, including effective budget management; an understanding of the issues confronting higher education; a commitment to excellence in research and teaching; the ability to conceive and articulate to library stalf, University faculty and students, and potential donors a vision of the future of library resources and services.

Minimum requirements: A Master's degree in library or information science from an ALA-accredited institution or extensive library experience. If the successful candidate possesses the Ph.D. degree and appropriate research and reaching credentials, he or she will also be considered for appointment to the

Salary and benefits will be commensurate with qualifications and experience. The University of North Carolina is an equal opportunity employer and encourages applications from women and monorities.

Nominations and applications should be sent to Professor Richard Soloway, Char, The University Librarian Search Committee, Department of Flistory, Hamilton Hall CB #A195, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-3195

Applications should include a letter with a complete statement of qualifica-tions, curriculum vitae, and the names, addresses and telephone numbers of four professional references. The Committee will begin to review applica-tions after 1 March 1992.



Director

Graduate Program Physical Therapy The MGH Institute of Health Professions invites

applications from interested persons for the position of Director of the Graduate Program in Physical Therapy. This challenging position involves leadership responsibility for an ouistanding and growing postprofessional master's degree program. The Program is integrated with the clinical resources, research facilities, and personnel of the MCM as the there is a few and personnel. of the MGH, an institution of international recognition in patient care, education and research the institute is an autonomous educational institution on the campus of the Massachusetts General Hospital and is an interdisciplinary academic center for learning, research, and clinical scholarship in Physical Therapy, Dietetics, Phics, Nursing, and Speech-Language Pathology.

The successful candidate will be a registered physical therapist, possess an earned doctorate degree, an established record of achievement in teaching and research, and successful creative strative and leadership experience commo surate with senior rank.

The position will be available on or after July 1, 1992. Letters of application and a current Curriculum Vitae should be sent to Judith A. Lewis, PhD, Chair, Search Committee, MGH Institute of Health Professions, 15 River Street Boston, MA 02106.

The MGH Institute of Health Professions is an equal opportunity/affirmative action employer.

For the Good of Mind, Body and Spiritl

THE MGH HEALTH AFFILIATES

Music thace College, School of Music, Institute of Group and Secondary Piarco towares a millione position for a reacher of speaker and inner position for a reacher of speaker elimbe position for a reacher of speaker elimbe position for a reacher of speaker elimbe position to begin Fall speaker elimbe position to begin Fall speaker elimbe position to begin Fall speaker encountry plane. This will be a theory, Supervision of graduate assistants reacher and musicians on marked seath supervision of graduate assistants teaching, contratading musicianship and the strength of the speaker elimbe, outstanding musicianship and strong recruiting ability, Minuton established in plane and/or graduates of application, and supporting material by the viewed favorably. Candidates cold send letter of application, resume.

Algust, 1992, at a pank of assistant or associate professor; salary commensurate with specience. Women and minorities strong to encourage material, and names, addresses, some more and phone numbers of all least three perior. Dr. Robert A. Kvam, Director, School G.O. Ben. 2900. Bloomination. Illinois Western University, 6170-2900. Screening begins February 1, 1992.

CENTER DIRECTOR Capital University

Adult Degree Program **Cleveland Center**

Capital University, Culumbus, Ohio, seeks nominations and applications for the Director of the Cleveland Center for The Adult Degree Program. Qualifications for acceptable cantidates include:

- PluD. in an academic discipline
- 3 years of administrative experience
 3 years of full-time teaching experience (some of which would be in an alternative learning setting for adults at the undergraduate course level)
 Demonstrated ability to work both independently and as a group leader
 Demonstrated ability to organize and to monitor detail

The successful candidate will travel to Culumbus at least monthly and maintain close and consistent university relations. The successful candidate must work collegially yet in isolation from the main campus. The successful candidate should be sensitive to the needs of a satellite operation for faculty development, public relations, recruitment, quality control, budgetary concerns in the center's day-to-day operation, and supervision of 9 full-time faculty and staff and several adjunct faculty.

Capital University's Adult Degree Program serves over 1,000 students with centers in Dayton, Columbus (Main Campus) and Cleveland. An RN/BSN Completion Program administered on Main Campus is available through all centers. Capital's Adult Degree Program is considered an alternative degree program for adults. Course work is offered through "Independent study." However, successful candidates will be expected to have had experience with both traditional and non-traditional educational settings.

Applicants should forward a letter of intent stating their philosophy regarding adult learners, a résume, and names, aildresses and phone numbers of three

Dean, Adult Learning and Assessmen 139 Renner Hall Capital University 2199 East Main Street Columbus, Ohio 43209

Deadline for applications is February 1, 1992. Position begins on June 1, 1992. Salary and fringes are competitive.

University of Arkansas for Medical Sciences **Director of Academic Computing**

Reporting to the Assistant Vice Chancellor for Computing Services, the Director is responsible for planning, development, implementation and operation of programs and facilities to support the academic computing (instructional, research and administrative) needs of the University in maintraine, mini- and micro-computer and networked computing environments. In conjunction with faculty, users groups, representatives of colleges and various committees, the Director assesses needs for academic computing and in conjunction with the Assistant Vice Charcellor proposes programs and facilities to address needs. UAMS is a tirviving academic health sciences conter with colleges of Medicine, Nutsing, Pharmacy and Health Related Professors, Area Health Education Centers and the Graduate School Euroliment is 1,800 with 580 faculty. UAMS has recently installed a computer lab and the CAMS Affiliates Network; has Joined in the statewide ARKnet and Internet; is building a new Eye Research Institute, research and anatomy buildings; and is expanding the Arkansa Cancer Research Center.

sas Cancer Research Center.

Applicants must have a bachelor's degree; significant experience in academic computing and computing facilities; three years' experience in the management of personnel and programs relating to support for academic computing in an academic health sciences environment; and experience in cost/benefit analysis, proposal development and nead-warsed degree; experience in developing strategies and/or courses relating to health sciences education involving computer-based deflivery and information systems; experience in developing programs to assist faculty in delivering courses dealing with computer interacy, medical informatics, hospital information systems or other related disciplines; experience in developing grant applications; and proven success in obtaining funding for academic computing

Salary. Mid-\$40's minimum, pius a complete benefits package. Faculty appointment possi-ble. Applications should be sent before February 26, 1992, to: Academic Computing Director Search Committee, Computing Services Department, University of Arkansas for Medical Sciences, 4301 W. Markham, Slot 549, Little Rock, AR 72205.

coordinate festivals, workshops and semi-nars; (4) if necessary, additional responsi-bilities derendent uron qualifications/ex-pertise. Outsilications: (1) Master's degree required, doctorate preferred; (2) college and/or secondary school choral invaic teaching experience; (3) documented evi-dence of ability as choral ensemble director and record of excellence in kadership of chorst programs; (4) commitment to a com-prehensive chorsilvocal program. Rank and Salary: Assistant/Associate Professor.

UAMS is an AAVEEO Employee

Music: Voice. Associate Professor of Voice, Soprano feending funding). Nina month, tenure track position beginning Fall 1992. Teaching includes studio voice, diction, repertoire, and class voice. Possible char of voice division. Doctorate preferred. Documented evidence of successful college teaching, outstanding musicianship and musical accomplishment, professional activity, and strong recruiting ability. Minimum salary (a \$30,000 and competitive. Send letter of application, vita, three fetters of recommendation, and supporting material by February 15 to: Chair, Voice Search Committee, School of Music, Ohio University. Athens, Ohio 45701. AA/EOE.

Send letter of application, vita, three letters of recommendation, and supporting matter all by February 15 inc. Chair, Voice Search Committee, School of Music, Ohio University, Athens, Ohio 45761, AA/EOE.

Music: Position: Director of Choral Activities. Description: [1] Direct choral ensembles, 12] teach understandate and graduate:



Coverage of breaking news that affects higher education—from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

Director, **Administrative** Computing

The University of California, San Diego is recruiting for the executive position of Director, Administrative Computing. As Chief Campus Officer for Information Systems, the Director will provide overall direction for the development, implementation and operation of UCSD's financial, student and personnel systems. The Director is responsible for the ongoing development and implementation of a comprehensive computing plan for meeting UCSD's core administrative information systems needs. Provides direction to the campus on needs and opportunities for the application of computing and communication technologies and makes recommendations regarding timetables and resources required to take advantage of new technologies as needed. Reporting to the Vice Chancellor, Administration, the Director represents the campus on systemwide administrative computing issues. Will consult routinely with the Directors of Instructional Computing, Telecommunications, Medical Center Information Systems and Network Operations to ensure optimal use of campus computing resources and efficient application of new and existing technologies to campus

Requires leadership ability, extensive management experience in directing a large group of highly-skilled employeas engaged in the development, operation and maintenance of sophisticated computer applications; strong technical knowledge in computer hardware components and communications. Ability to develop and execute long-term strategic plans; administer integrated information systems, preferably in an institution of higher education; plan, organize and execute multi-year projects with critical timelines and significant consequences; excellent communication skills. Salary commensurate with experience. Send resume referencing job #15991-D by 2/28/92, to: Paula Doss, UCSD Personnel Dept. 0922. La Jolla, CA 92093-0922. AA/EOE.

San Jose State University **University Housing Services** Assistant Director for Residential Life

(Student Service Professional III. 12 month, \$34,000) Position Reference Number: PD 91035

Responsibilities: Assists the Associate Director in all aspects of Residential Life; judicial systems, programming, leadership development, staff selection and training, summer conference housing, student

Qualifications: Master's degree in student personnel or related field plus three years' progressive full time student services experience preferred. Sensitivity toward and experience in working with ethnically diverse groups is beneficial. Strong administrative and programming skills, leadership and supervision abilities.

Further information: For comprehensive tob description and \$J\$U application, contact Joan Marie Scott at 408-924-6160.

Applications: Must be postmarked by January 31, 1992. For consideration, lorward SJSU application (required), cover letter, résumé and reference list to:

four degree programs: Bachelor of Music Bducation, Bachelor of Music in Performance, Bachelor of Arts in Music and the Master of Music Education degrees. Murray State University: The University, iocated in west Kentucky, is a state-support-degree of successful college teaching, ourstanding prodessional scilivity, and strong certainties, 8,300 students and 330 faculty members. The University has more than thirty-five autionally accredited programs and is located in the city of Murray which has a population of 19,000. Applications: Interested persons should apply so: Search 45701. AAFOE. four degree programs: Bachelor of Music Reducation, Bachelor of Music In Performance, Bachelor of Arts in Music and the Master of Music Reducation degrees. Murray State University: The University, focated in west Kentucky, is a state-supported regional institution with approximately 8,300 students and 350 faculty members. The University has more than thirty-five nationally accredited programs and is located in the city of Murray which has a population of 19,000. Applications: Interested persons should apply so: Search Committee, Director of Choral Activities, Department of Music, Price Doyle Fine Arts Center, Murray State University, Murray, Kantucky 42071. Applications, 20 resumed, (3) official transcripts, (4) three current letters of recommendation, (5) numes, addresses and telephone murbars of three additional references, and (6) supportive materials of the applicant choice. Do not send tapes unif requested. Murray State University is an Affirmative Action, Equal Opportunity Employer.

Musici Assistant Professor of Cello (pending funding). Nine month, tenure track position beginning Fall 1992. Teaching includes studio cello, non-rasjor contrabass and string methods. Other duties determined by departmental needs and candi-

PROJECT COORDINATOR

Individual will report to the Director, Capital Planning & Budgeting and be responsible for the early development of UCSD's Major Capital improvements. Competitive candidates must demonstrate substantial knowledge and experience in the coordination and supervision of capital projects; knowledge of space planning, space utilization, terminology and capital runding mechanisms. Succinct communications and supervisory skills essential. Advanced degree with major work in planning, education, business administration or architecture with related experience in a university setting and supervisory experience preferred. Hiring salary: \$45,700. Job #36202

FINANCIAL ANALYST

Individual will report to the Director, Capital Planning & Budgeting, and will prepare the campus' request for external financing, prepare financial feasibility analyses for selected projects, track and monitor the status and terms of existing campus indebtedness, advise units as to payment requirements and terms of indebtedness, calculate interest during construction, prepare required Regents Items for approval by the Finance Committee. Competitive candidates must demonstrate substantial and progressively more complete professional knowledge and experience with capital development and financing capital development. Requires Bachelor's degree with major work in finance, business administration or accounting; Master's in Business Administration or Economics preferred. Demonstrated experience with other institutions of higher education and/or other public sector/tax exempt entities essential. Hiring salary: \$41,500. Job #36201

For consideration, please send resume, referencing appropriate Job #, by 2/7/92 to: Paula Doss, UCSD Personnel Dept. 0922, La Jolla, CA 92093-0922.





Director **Health Services**

Ohio State invites nominations and applications from experienced health care professionals to direct the Student Health Service, a fully accredited, multispecialty, outpatient health care program providing services for 58,000 university students. The Olinector is responsible for comprehensive management of student health related activities; building a dynamic contemporary university health program for a diverse student population; reports to the Vice President, Student Affairs, Salary is negotiable.

Requirements: M.D. or advanced professional or graduate degree or an equivalent combination of education and experience; extensive progressively responsible managerial experience in an ambulatory health care setting; experience in human relations, financial management and participatory management, preferably in a university setting; experience with automated systems for patient service delivery desired.

service delivery desired.

Nominations/applications: Senki cover letter with brief statement of vision for future of health care delivery, specifically for college students, plus a résumé to Or. Mary A. Danlels, Chair, Search Committee-Director, Student Health Service, OSU, 201 Ohlo Union, 1739 N. High St., Columbus, OH 43210; materials should be recoived by February 28, 1992.

The Ohlo State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, covered veterans, and disabled individuals are encouraged to apply.

Musica Concertmanter—Peoria Symphony Orchestra. Artist/Peochec—Bradley University. Peoria, Illinois 61625. Bradley University and the Foofia Symphony Orchestra seek a violinist to fill a dual appointments. This joint association. will lackade performance and teaching assignments at well as representing these aponouring oranizations to the public. Specifically, the appointer would serve as reconcentration for the Peoria Symphony Orchestra and hold the made of fecturer at Bradley University. Qualiforations must be administrated record of performing and deciping experience in the university level. A master record of performing and the elementary education grayman, and for a music for a teaching experience at the university level. A master a degree or commensurate certification is required. The appointment is for August 17, 1992. Salary it competitive. A letter of application and reduction, should be accompanied by a resume, cassette tape of recent performance, and at least three letters of recommends—for with addresses and relenhone numbers, Materials must be received by Februstry 21, 1992 to be given priority consideration. The position will remain open until filled. Send applications to David Vroman, in the commendation of the priority of the Munici Concertmaster Peorla Symphony | Chair, Search Committee, Constance Hall

DIRECTOR, ANNUAL FUND

POSITION: Butler University seeks an experienced, well-organized person with proven leadurship and fund-raising skills to plan, implement and evaluate its comprehensive annual giving program. The Director will be part of the University's professional advancement team and will supervise two assistants as well as advancement volunteers. Travel required.

QUALIFICATIONS: Bachelor's degree; prefer 5 years of progressively more responsible fund-raising experience, preferably in higher education; strong supervisory, communication and interpersonal skills; substantive proven writing experience. Demonstrated success in personal solicitation at the leatlership gift level is essential.

DIRECTOR, CORPORATE & FOUNDATION RELATIONS

POSITION: Butler University seeks an individual who has successful experience in a foundation and corporate relations program and who is familiar with higher education. The Director is responsible for writing and presenting foundation and corporate grant proposals on behalf of the University and for coordinating an overall program of identification, cultivation and solicitation of foundations and corporations.

QUALIFICATIONS: Bachelor's degree; at least tour years' experience preferred in developing proposals and approaching corporations and foundations; excellent verbal, writing, editing and organizational skills; high degree of self-motivation.

Established in 1855, Butler is a growing, independent University located on 290 acres in the heart of thriving, beautiful near-northside Indeanapolis. Enrollment is more than 4000; the faculty/student ratio is 1:14; the alumni population is 30,000; and the endowment exceeds \$100 million. Butler has exached \$47.5 of its \$75 million capital campaign goal and has recently completed several exciting construction and renovation projects as part of its fons-range plan.

TO APPLY

For either position, send résumé and letter reterencing the position to: Rebecca L. Guttstein, Employment Manager, Butler University, 4600 Sunset Avenue, Indianapolis, IN 46208. Both positions available immediately.

Women and minorities encouraged to apply.

Butter University is an Equal Opportunity, Altumative Action Employer.



DIRECTOR OF FINANCIAL AID

Thomas More College is a four year liberal arts college affiliated with the Catholic Church. The College is located in Northern Kentucky, 15 minutes from Cincionati, Ohlo. The enrollment is 1300 including full time residences, commuters, and part time students in the weekend and evening programs. The College has a strong reputation for preparing undergraduates for professional and graduate school placements as well as employment.

THOMAS MORE COLLEGE

The Director of Financial Aid reports directly to the Vice President of Student Development. The Director is responsible for the administration and allocation of all student aid programs including grants, loans, workstudy and scholarships

Qualifications: familiarity with current financial aid programs and state and federal regulation. Ability to motivate and supervise a staff toward effective utilization of available funds. Understanding of principles of atudents development and commitment to providing a service to students. Ability to interact effectively with students, parents, faculty and administration. Bachelor's degree required Master's preferred. Minimum of five years' experience in financial aid required.

Candidates should submit letter of interest, résumé, and three references by February 3, 1992 to Director of Personnel, Thomas More College, 333 Thomas More Parkway, Crestviow Hills, KY 41017.

Women and minorities are encouraged to apply Equal Opportunity Employer

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DIRECTOR

Institute of Global **Conflict and Cooperation**

UNIVERSITY OF CALIFORNIA

The University of California invites applications and nominations for the position of Director of the Institute on Global and Cooperation (IGCC), a University of California Mutha ampus Research Unit funded by the Regens of the University of California, the State of California, and private foundations. The mission of the Institute is to enhance the capability of the University of California to contribute to anternational security and cooperation through research, education, and special projects. Through a variety of programs—research grants, graduate fellowships, summer semans, the turnships, conferences, and publications—the Institute seeks to discover ways to prevent or reduce condities that may lead to escalation into large scale conventional or nuclear war and to promote forms of international cooperation which promise to solve problems threatening world pears.

Candidates must be qualified for appointment as a senior faculty member of the University of California and he prepared to assume the directorship at the San Diego campus of the University, the current location of the Institute. The Director of the Institute reports to the President of the University of California, through the Chancellor of the San Diego campus. The Director provides leadership and visibility to the Institute, and is responsible for in array of regular activities include solicining research proposals, organing task forces, collequia and study groups, conducting conferences and seminars, securing extranural research support, promoting educational and public service programs, and coordinating intercampus projects. The Director is assisted in these activities by an international Advisory Board, a Steering Committee, and support staff. The Director will be appointed to the appropriate academic department on the San Diego campus.

Qualified women and minority candidates are urged to apply. Please send nominations or applications, including cv's or résunés, the names of four references to:

> IGCC Search Committee Professor Laura Tyson, Chair c/o Carol McClain, Coordinator, Fo Carol McCluin, Coordinator Research Issues Office of Acudemic Affairs University of California Office of the President 300 Lakeside Drive, 18th Floor Oakland, CA 94612-3550

Candidates who send their complete applications by April 3, 1992 will receive full consideration. The position is available July 1, 1992.

The University of California is an Equal Opportunity, Affirmative Action Employer.

Center for Quality and Applied Statistics Rochester Institute of Technology

DIRECTOR

Rochester Institute of Technology (RIT) invites applications and nominations for the position of Director of the Center for Quality and Applied Statistics.

The candidates must hold a doctorate or equivalent and qualify for appointment as a senior faculty member in RIT's College of Engineering.

The Center has a graduate program in statistics as well as nondegree programs in quality management, quality engineering, and industrial statistics. Internationally recognized for its quality and productivity seminars and contract training programs, the Center has a faculty of highly qualified individuals with extensive industry experience.

Successful candidates must possess leadership ability, ourstanding interpersonal and communication skills, significant business/industrial experience, proven scholarship, and demonstrated effectiveness as an entrepreneur.

Applications and nominations should be submitted to:

Dr. Richard Reeve, Chairman of the Search Committee Head, Department of Industrial Engineering Rochester Institute of Technology, James Gleason Building P.O. Box 9887

Rochester, NY 14623-0887

RIT is an equal opportunity/affirmative action coupleyer. Ability of applicant to contribute in menningful ways to the College's continuing commitment to caloral diversity, pluralize, and individual differences is strongly preferred.

nity Employer and encourages the 1992. UTK is an REO/AA/Title IX/Section applications of qualified women and minoritles. Salary and benefits are competitive
Send letter of application, retained, concert
programs, sample sylisbi, transcripts, three
letters of recompendation, its of other referosces, and other materials which document the applicant's career to Ms. Juanne
Corcoran, Music Search Secretary. Coligae of St. Francis, 500 Wilcox Street, Juitet, illinois 60418. Review of application
will begin Pebruary 15, 1992, and will continue until the position is filled.

distribution is filled.

Music: Duties: Teach applied piano and piano literajure at undergraduate/graduate funduate in the interest maintain active performance schedule; recruit piano majors. Responsibilities may include one undergraduate music history course. Qualifications: advanced degree in piano or equivalent in professional experience; success as teacher and as solo and chamber music performer. Raph: Assistant Professor. Tenues track position. Salary commensurate with rankengerience, Send letter of application, résumé, and I letters of recommendation to: Fay Adams, Chalman, Fiano Bearch Committee, 1741 Volunteer Houlevert, University of Tennessee, Knoavelle, Tennessee 37996-2600. Application deadline: January 31,

BULLETIN BOARD: Positions available

CHALLENGING CAREER IN TESTING HEALTH/EDUCATION RELATED FIELDS

Educational Testing Service (ETS), the nation's leading educational testing and measurement amenization, seeks a qualified nurse educator for the following position:

SENIOR NURSE ADMINISTRATOR

Responsible for directing and managing a national program in nursing. Specific duties will include providing leadership for test development and research activities, overseeing all components of the test administration process, and serving as the primary liaison with the client.

The successful candidate will possess a Master's degree in Nursing, Doctoral preparation is preferred, along with six years administrative and management experience that includes demonstrated competence and leadership ability in the areas of administration, financial management, educational measurement, systems, and research. In addition, the qualified candidate should also be familiar with computerized adaptive testing issues/procedures.

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. For confidential consideration, please send your resume, indicating salary requirements to: MS. SANDY DeANGELO.

EDUCATIONAL TESTING SERVICE Rosedale Road, Princeton, NJ 08541

Equal Opportunity Employer
Women And Minorities Are Encouraged To Apply



BAYLOR UNIVERSITY

ATHLETIC DIRECTOR

Baylor University in Waco, Texas is requesting applications for the position of Athletic Director of the University's Athletic Programs. Baylor is a member in good standing of the Southwest Athletic Conference and is an NCAA Division 1-A University. The position will be vacant on May 31, 1992 and it is the University's intent to have a successor named by the end of April 1992. Salary and compensation commensurate with experience and qualifications, comparable to other division 1-A

Resume and three letters of reference must be received no later than February 20, 1992. Send to:

Professor David M. Guinn, Chairman Faculty Athletic Council Baylor University School of Law P.O. Box 97288 Waco, Texas 76798-7288



Baylor University is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Baptist General Convention of Texas. Minorities and women are encouraged to apply.

COMMUNITY COLLEGE OF SOUTHERN NEVADA

Clark County Community College Las Vegas, Nevada

ASSISTANT TO THE DEAN FOR CLINICAL SERVICES

The Clinic Administrator/Assistant to the Dean will be responsible for supervision and management of non-patient care personnel and the operation of the Claude I. Howard Health Sciences Center located on the West Charleston Campus of the Community College of Southern flevada in Las Vegas. The Assistant to the Dean is responsible for the Dental Dental Hygiene and Physical Therapy Clinics. Medical Laboratory, Intake and Medical Records Services. A unique collaboration of CCSN and the Family Practice Center, University of Newata School of Medicine—in serving medical/dental education and patient care needs—creates a dynamic environment and onusually effective interdisciplinary clinical experiences for students of the College and School of Medicine alike. Additional responsibilities will include coordination of financial and other campus business services for the expanding community college compus. The position reports to the Dean of Science and featilis. This is a 12-month appointment. A commitment to the philosophies of effective and efficient patient care and interalsciplinary education is important. The Clinic Administrator/Assistant to the Dean will be responsible for

linary education is important. Qualifications: Bachelor's degree in Health Services, Business Administration or similar degree required; graduate degree preferred. Minimum two years' management experience in a clinical latent patent selling. Knowledgeable about third party payment procedures and health information management; community college experience desirable.

A competed application must include a letter expressing qualifica-tions, a résumé, copies of transcripts (unofficial acceptable) and three letters of reference dated within the past two years. Deadline for appli-cation is February 14, 1992. Starting date will be negotiable. Salary is competitive. Send application material to Personnel Office, Communi-ty College of Southern Nevada, 3200 E. Cheyenne Avenue, North Las Vegas, Nevada 89030. AAF.OE.

these materials until requested. Formal review of applications begins on March 1, 1997, and will continue until the position is middle and State University is an institution of over 20,000 students lucated approximately 35 miles northeast of Indianapolis. The School of Maric offers Rachetor's, Master's and Doctoral level degrees and has an problement of approximately 425 undergraduate students and 80 areaduate students and 80 area

diverdity within its community.

Music discretion: Two full-time tenure lack positions beginning Fall, 1992. (1) Department Chairperson at Associate or Folf professor rank. (2) Coordinator of Student Chairperson at Associate or Folf professor rank. (2) Coordinator of Student Chairperson at Associate or Folf professor rank. (2) Coordinator of Student Chairperson at Associate or Folf professor rank. Teaching responsibilities divided between these positions in claim of the professor rank. Teaching responsibilities divided between these positions in the professor rank these positions in the professor rank the position of the professor rank. Teaching responsibilities and Supervision, Paychology for the professor of the professor of

Director

UNIVERSITY OF IOWA MUSEUM OF ART

SEARCH REOPENED. The University of lows Museum of Art, a modern 50,000 square foot facility maintaining collections of the highest quality 20th Century, African, and Graphic art, seeks to fill the position of Director. The Museum serves diverse constituencies in a community highly supportive of the arts. The Director, reporting to the Vice President for Academic Affairs, provides professional, intellectual, and organizational leadership, develops and oversees artistic and educational policy, and directs administrative and staff matters. The Director serves as public spokesperson for the Museum and as a lisison to various constituencies.

Qualifications include: appropriate Master's or doctoral degree and substantial senim-level experience at a university, public or private museum, with progressive responsibility for administration, collections management, fund raising, program development, and staff management. Also required are outstanding communication skills and ability to work effectively with diverse artistic, academical cummunity groups. Sulary highly competitive. Address résumés and inquiries in confidence to:

Freda Mindlin Opportunity Resources, Inc. 475 Fifth Avenue New York, NY 10017 FAX: (212) 686-4883 Leslie B. Sims, Chair Museum Search Conumittee 201 Gilmore Hall University of Iowa Iowa City, 1A 52242 FAX: (319) 335-2130

The University of lown is an Affirmative Action, Equal Opportunity Employer Women and minorities are encouraged to apply.

Read, Macon, Georgia 31297, Women and miliority candidates are encouraged to apply. AA/I:OE.

Native American Studies: Montanu State University invites applications for a tenure-



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LIBRARY San Francisco State University

ASSISTANT UNIVERSITY LIBRARIAN FOR MEDIA & PRINT ACCESS. Manages the activities of the Loan, Document Delivery, Current Periodicals, Reserve Book, Stacks Maintenance, and Modia Access units. Plans, organizos, budgets, directs and evaluates programs, systems, services, and personnel. Perfoipates as a member of the Library's management team and assists in shaping library-wide policies and programs. Coordinates communication with ell levels of staff, with other AULs, with the University faculty and other advances. Required: MLS from ALA institution and a minimum of 5 years increasingly responsible public service experience, at least 3 of which must have been in a supervisory or managerial capacity; demonstrated organizational, interpersonal and communication skills; strong service philosophy; sound ; greep of automation and other issues facing libraries and higher education in the 1990's. Salary: \$50,000 mln., DOQ. Position will be filled subject to final budgetary approval.

COLLECTION DEVELOPMENT/ACQUISITIONS COORDINATOR.

Tenure-track position. Reports to AUL for Reader & Technical Services. Coordinates and manages collection development activities. Participates in exploration of innovative means of materials and information access. Administers and supervises the centralized acquisition of strary materials. Key participant in implementation of GEAC/Advance Acquisitions and Serials subsystems. Required: MLS from ALA institution and minimum of 5 years professional experience; superior organizational, managerial, communication, supervisory, financial management and interpersonal skills. Collection development experience required; acquisitions experience highly desirable. Salary; \$45,996 min., DOQ. Positions will be filled subject to final budgetary approval

Send letter of application; current resume; and names, addresses and phone numbers of 3 references to: Pat Forsyth, Personnel Asst., J. Paul Loonard Library, San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132, Postmark deadline for both positions: March 15, 1992.

SFSU is an Equal Opportunity/Affirmative Action Employer

1992; demonstrated excellence in teaching at postsecondary level; evidence of working with Native American postsecondary students, ribal communities and/or Native American programs. Preferred qualifications: Three years teaching at the postsecondary level; evidence of the following: teaching course in related Native American topics: advising Native American students; long standing commitment to Native American ducation; commitment to neather than creative activity agends; and commitment to meeting the diversa needs of Native American students. Applications should include letter of spofication, current vitae, two current letters of reference, and the narues, addresses, and telephone numbers of three additional current references be sent to: Dr. Pairick Wessel Head, Chafr. CNAS Search Congultee, Center by Nabe sent to: Dr. Pairick Weasel Hend, Clastr.
CNAS Search Committee, Center for Nailve American Studies, 2-152 Wilson Hall,
Montana State University, Bozeman, Bontana 5971-70224; 4061, 994-2881. Screening
will begin on January 31, 1992 and will continue unif suitable Condidate is bired. Votcrans preference. AAREO employer.

Nursing: Assistant / Associate Professor
(fenure track) position available September. 1992. Teach theoretical content and

Nursing: College of the Redwoods in Euro-ka. California, needs Nursing Instructor, Modical-Surjaci Nursing. Full time tenure track position. Salary is commensurate with academic preparation and full time teaching or equivalent experience, within a starting range of \$27,735 to \$41,960 (Range II, Step 1 to Range IV, Starts in Au-gust 1992. Application deadhne: Fabruary 21, 1992 (by \$ p.m.). Obtain information and required application marrials from.

iana 55717-0234; (406) 954-3681. Screening will begin on January 31, 1992 and will continue until suitable candidate is hired. Vaterians preference. AA/EEO employer.

Nursing: The University of Milasissippi Medical Canter invites applications for School of Nursing faculty positions in community bealth nursing and pedicatric nursing. School of Nursing faculty positions in community bealth nursing and pedicatric nursing. School of Nursing faculty enjoy the equironment of a nurior medical university located in the state capital. The metropolitan lackson area has a population of nearly 400,000, but the city retains its sense of small community and Southern heritage. The school offers NLN accretited BN and MSN programs with RN to BSN, and tN is DSN programs with RN to BSN, and tN is DSN programs options. Applicants for the positions should have a graster's degree in nursing, which doctoral programs for the positions should have a graster segment of the position as an account of the position and the programs of the position are being acquit. Submit tetre of application preferred; be eligible for appointment to the graduate healty; and have a minimum of one year's climical nursing experience. Salaries are commensurate with education and experience. Submit curriculum vites and editively encourages applications from men and ethnic minorities.

Program Managers for the Illini Union University of Illinois at Urbana-Champaign

Applications are now being accepted for two positions of Program Manager for the Illini Union at the University of Illinois at Urbana-Champaign.

Program Managers are members of the Program Department and report directly to the Associate Director for Programs. Areas of responsibility for the five Program Managers include such activities as Mom's Day Fashion Show, Dad's Day Variety Show, craft fairs, films, art gallery, art sales, travelogues, Block I cheering section, calendar book. concerts, lectures, Fall and Spring Musicals, Cultural Events Committees, College Bowl, International Fair, etc.

As an advisor to student volunteers, the Program Manager works closely with members of the Illini Union Board, providing them with: advice, input and direction on recruitment; personnel management; leadership development; program planning and administration; and on-site events and program coordination. As a manager of programs and budgets the Program Manager: maintains complete records for reference and continuity; maintains financial records and prepares necessary reports; communicates University and State policies, evaluations and procedures to the volunteer staff: and serves as liaison with other departments and University units. Weekend and evening hours required.

Minimum Qualifications: BA required, MA preferred plus two years experience in student activities programming as a student or professional and possession of a genuine commitment to multiculturalism. Experience in a college unior/student activities is preferred. Ability to relate to and work with diverse students is essential.

Positions are full-time with a starting date of June 1, 1992. Salary commensurate with experience.

In order to ensure full consideration, a letter of application, resume and three letters of reference should be sent to:

Hank Walter, Chair **Program Managers Search Committee** University of Illinois 284 Illini Union 1401 West Green Street Urbana, IL 61801 (217) 244-8332

Deadline for receipt of application materials is February 7, 1992 or until acceptable candidates are identified

The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

The Illini Union

DEVELOPMENT DIRECTOR

The California Council for the Humanities seeks a Director of Development to design, initiate and manage the Council's fund-raising activities, including an annual fund campaign. The Council makes grants in excess of \$600,000 annually and is developing a center to sponsor its public programs. The position requires a bachelor's degree (humanities preferred) and five years' experience in the positions of increasing responsibility working in development for non-profit organizations. CCH is looking for someone sensitive to divic and cultural issues, with strong organization and leadership skills. The Development Director will work under the direction of the Council's Executive Director and will work with the Council board and Development Committee. Starting salary is \$37,000 \$43,000, depending upon experience and qualifications, plus a good benefits package. To apply, send a letter of Intent and résumé to James Quay, Calliomia Council for the Humanities, 312 Suiter Street, Suite 601, San Francisco, CA 94108. Closing date for applications is Feb. 7. CCH is an equal opportunity employer.

Numing: Assistant/Associate Professor of Numing: Assistant/Associate Professor of Numing: Full item, 9 month, heaver track Please aubuilt cover letter, curriculum variant florally-nosition available in medition. Nursing Faull time. 9 month, leaver track mursing foculty position available in medical-surgical nursing for NLN accredited becausairente mursing program at the University of Northern Colorated beginding August 19, 1992. M3 in aursing required program (2007) for Northern Colorated beginding August 19, 1992. M3 in aursing required required forcorate preferred. Provious teaching in a natural system and claim and account of the surgical experience required. Evidence of teaching accolorope, scilorarly achievement and interestional service preferred. Salary commensurate with qualifications. Letter of supplication, transcripts, risuant and neural addresses and takepolone numbers of 3 references abould be sent by February 1, 1992 to Dr. Pahmila Larzen. Search Chair. School of Nursing, UNC. Greeley, Colorado 80639. EOB.

Nursing: Faull visited the sent by February 1, 1992 to Dr. Pahmila Larzen. Search Chair. School of Nursing, UNC. Greeley, Colorado 80639. EOB.

Nursing: Faull visite of Nursing and Chair of Nursing State University. Plant of the proposition available in a distribution of Nursing and Chair of Nursing and Nursing and Chair of Nursing and Nursing and Chair of Nursing and Nursing and Nursing and Nursing of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing and Paperinten Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram beautiful Fall Quarter 1992. Mester's in Nursing Chair of Children in its B. S. N. grogram of

Nursing: Paculty: Cleveland State University, Department of Nursing is seeking to did tenure track faculty positions in Community Health, Maternity, Nursing, and Nursing of Children in its B. S. N. program Sesionins Fall Quarter 1992. Master's in Nursing and prior teaching in beccalaurate in nursing program required. Declarate in Nursing or related field preferred. Salary and rack Commonstrate with education



KALAMAZOO COLLEGE **Director of Libraries**

and Media Services

Kalamazoo College, a highly selective liberal arts college, seeks a creative, future-oriented director for its Upjohn Library. Located in Kalamazoo, Michigan, a culturally rich city in a metropolitan area ol 225,000 with easy access to Detroit and Chicago, the College offers a coherent undergraduate experience which interweaves a traditional liberal arts curriculum with experiential cducation in both domestic and international settings. The library, with a collection of over 285,000 units of print and non-print media, provides the scholarly resources for an increasingly diverse patron base of 1260 students and 120 faculty and, through reciprocal agreements, shares its resources with area colleges and universities. Automated with INNOPAC, a fully integrated library system, the library offers a full range of media and electronic reference services. The campus and the catalog are

Responsibilities of the director include supervision of the staff and services of the library. Its separately located media center, and the college archives; selection, organization, and maintenance of the collections; recrultment and training of a staff of 13.5 FT; advocacy for the library with faculty, administration, and the larger community. The director will also be expected to engage the services and resources of the library in an on-going institutional commitment to racial, ethnic, and gender understanding. The library director is a non-tenured member of the faculty and reports to the Provost. Salary for this twelve-month contract is negotiable depending on qualifications.

The successful candidate must have an ALA-accredited MLS with several years of administrative experience in an academic library; leadership in building a collection balanced with respect to disciplines and media; substantial experience with on-line public access catalogs and electronic information resources; strong interpersonal skills, a strong service orientation, and demunstrated understanding of the role of the library and media services in a small, liberal arts college.

Applications should include a letter of application, a complete résumé, and the names of references. Review of applications and nominations will begin February 14, 1992, and will continue until an appointment is made. Please senti all correspondence to Personnel Office, Atin: M. J. La Plante, Kalamazoo College, Kalamazoo, Michigan 49006.

An Equal Opportunity, Affirmative Action Employer.

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The School of District of Kansas City, Missouri CAREER OPPORTUNITIES IN EDUCATION **NEW POSITIONS**

Join a national leader in Education. The School District of Kansas City, Missouri is a multicultural, multi-athnic urban district of 35,000 students involved in major educational changes designed to enhance quality education in a desegragated environment. The District is currently adocation in a desegragated environment. The District is currently accepting applications from innovative, prograssive educational leaders.

PROGRAM EVALUATOR

Mester's degree with an emphasis in educational research and evaluation or in a social science field.

Two years' experience designing and implementing program evalua-tions or advostional research studies or related experience. 3. Two years' experience in data analysis using SPSS or other statistical packages on both mainframe and PC computers. Experience writing research-related reports.

5. Experience coordinating and supervising data collection activities Salary Ranga: \$3,158-\$3,412 monthly (Prof. 23) Langth of Work Year: 12 months Application Deadlins: February 7, 1892

Interested and qualified applicants should submit a letter of applica-tion, accompanied by a résumé, listing qualifications and employment history to School District of Kanses City, Missouri, Human Resources Ospt... 80x 100P. Board of Education Suikling, 1211 McGee, Kansas City, MO 84108.

An Equal Opportunity Employer/M/F/H/V



Coverage of breaking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

Director of Student Life University of Colorado at Denver

The University of Colorado at Denver invites applications and nominations for the position of Director of Student Lite. CU-Denver is a public, urban, commuter institution with a student curollinent of approximately one million, located at the foot of the Rocky Mountains.

lion, located at the foot of the Rocky Mountains.

The Director of Student Life reports to the Associate Vice Chancelor for Eurollment and Student Service, the Chief Student Affairs Officer. The Director serves in an advisory role to CU-Denver's Associated Student (Student Government) and student clubs and organizations; administer Student Conduct and Discipline procedures; advises the student ADVOCATE newspaper; and momeous all Student fee budgets (including budgets for student government and activities, student services, recreation, health services and the student newspaper). Working closely with student constituencies, the Director provides leadership development apportunities for student leaders, coordinates campus programs such as "Drug and Alcohol Awarness Week", and coordinates New Student Orientation. The Director supervises two professional staff and student employees. vises two professional staff and student employees.

vises two professional staff and student employees.
Educational/Experience Requirements: Master's degree in Student Personnel Administration, Higher Education, Counseling, or related field, plus three years' experience in higher education/student affairs administration Bachelor's degree in appropriate tield, with five years appropriate experience in higher education/student affairs administration may be substituted. Significant experience contributing positively to the quality of campus student life must be demonstrated and should be in areas such as planning nudent activities; working with campus clubs, organizations, ucwspapers, and sudent governments; developing student leadership training; and working with faculty to develop collaborative partnerships.

Preferred Qualitications and Skills: Should have the skills and ability to work Preferred Qualifications and Skills: Should have the skills and ability to work with a diverse population (particularly ethnic minority and women undertis), work in the spirit of cooperation as a team intember, and posses a willingness and ability to work immanal hours with energy and enhusism. Skill areas should melinde linancial management, problem solving, and administration. Personal qualities should melinde a willingness to serse as mentor, advisor, and teacher; an ability to demonstrate compassion and strength; and a commitment to integrity. Ideally, the successful applican will have experience working within an emerging urban college or unweisty.

Application Procedure: Applicants should submit a letter of interest describing their studifications and relevant experience, a vita, and manes and addresses of three references who will provide additional references. Preference will be given to applications received on or before February 15, 1992, Sead application to: Panicla Kesson-Craig, Search Chair, University of Colorado at Denver, Campus Box 147, P. O. Hox 173,041, Denver, CO 80217-3364. Salary: I ow to and \$ 10's.

This position will start on April 1, 1992 or as soon, thereafter as is possible, given the candidate's current professional obligations The University of Colorado at Denver is committed to enhancing the diver-sity of its administration, faculty, and staff, and strongly encourages noni-nations of and applications from women and members of ethnic minority



DIRECTOR, DUKE MEDICAL CENTER LIBRARY

Duke Medical Center seeks a creative and innovative Librarian for the position of Director, Duke Medical Center Library. The Director is responsible for nistering all phases of library operations necessary to manage, plan and evaluate the services of a 250,000 volume medical center collection with a budget of 2.5 milition dollars and a staff of 40, inclining 13 professional librarians. Duke University has a comprohensive Medical Center, with an annual operating budget of more than 700 milition dollars

Qualifications include a minimum of 5 years experience in library and/or information sciences work in a biomedical setting and several years of administrative responsibility. Strong feadership, management, communication and technical skills are required. Knowledge of current information technologies and computerized literary systems is necessary. An ALA-accretited MLS and certification by the Medical Library Association are preferred.

Salary commensurate with experience. Applicants should submit their resume and the names, addresses and telephone numbers of three references to: Emil R. Petrusa, Ph.D., Search Committee Chair, c/o Ms. Mary Acker. P.O. Box 3701, Duke University Medical Center, Durham, NC 27710. Applications will be reviewed beginning March 1, 1992 and will conlinue until the position is filled

Buke Unibersity Medical Center

Duka University is An Equal Opportunity/Altimators Action Employ

bility fur liconsure in the state of Ohio. Those with current pediatric clinical experience and a record of teaching excellence in associate degree programs will be given preference. Competitive sulary commensurate with education and academic experiences. Send letter of application, vitae, and the same of three references by March 10, 1992 to: Amy C. Petitarew. DNS. Chair. Department of Nursing. Xaver University, 1900 Victory Parkway. Cincinnati, Ohio 45207-7351. ECNAAE.

Nursing Adelnitistration: The University of Tulsa seeks nursing administration faculty for new masters in nursing administration faculty for new masters in nursing administration faculty for new masters in nursing administration proposed and commensuration program and color that orders them 70,000 people that retains its small community and Southwestern heritage. Excellent clinical facilities are available in altitude hospitals with bed capacities ranging from 106 to 935. Full time; tenure track; 9 month appointment. Mainfail qualification, sinchide a graduate degree in nursing, and record of peer-reviewed publications and record of peer-reviewed publications and presentations. Experience in nursing, and presentations. Experience in nursing and ministration, experience in nursing and publications and presentations. Experience in nursing and presentations. Experience in nursing and given the decided field.

PROGRAM ADMINISTRATOR SCIENCE/SCIENCE EDUCATION

BULLETIN BOARD: Positions available

Educational Testing Service, the nation's leading educational research and measurement organization, seeks a qualified Program Administrator to work in concert with serior staff to direct NAEP projects for the Center for the Assessment of Educational Progress.

The qualified candidates will assist the NAEP assessment development group in overseeing and monitoring science and other assessment development and operational activities. Primary responsibilities will include assisting in the preparation of science assessment materials and/or operation specifications, coordinating and implementing special studies, proparing special reports and proposals, drafting revisions for NAEP publications and writing cultines/manuscripts for new publications. Additional assignments will include implementing program policies and procedures, providing technical assistance to client and users, and developing project cost estimates and projections.

Requirements include a Master's degree with emphasis in science or science education or an equivalent combination of education and experience, plus a minimum 4 years experience that includes exposure to administration, assessment development, educational measurement, statistical analysis and operations. Background must include at least 2 years of progressively responsible performance in administrative or professional functions.

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. For confidential consideration, please send your resume and salary requirements to: MS. SANDY DeANGELO.

EDUCATIONAL TESTING SERVICE Rosedale Road, Princeton, NJ 08541

Equal Opportunity Employer
Women And Minorities Are Encouraged To Apply



Hebraica Cataloger

Reporting to the Head of the Judaica Division (a vertically integrated unit). Works primarily in the area of technical services with emphasis on materials in Hebrew. Performs on-line original cataloging covering all areas of Jewish Studies. Assists in collection development and in reference service.

A world class collection of Jewish Studies materials, located in Widener Library, the Division maintains comprehensive collection development, technical and public service

Requirements: MLS from an ALA-accredited library school or its equivalent, or at least one year's cataloging experience working with Hebralica in an integrated on-line research library environment required. Fluent Hebrew and English required; reading knowledge of Yiddish and at least one other European language highly desirable. Working knowledge of OCLC, AACR2, I.C classification and subject headings systems, and MARC format required. Ability to learn quickly, communicate effectively, and function with considerable autonomy within a fast-paced, goal-oriented, productivity-conscious environment.

Auticipated Hiring Salary: mid 30's

Available: Immediately

Major Benefits: One month's vacation; generous holiday and sick leave; choice of health plans; dental insurance; life insurance; University-funded Retirement Income Plan; tax-deferred annuity options; tuition assistance.

Interested candidates may send a cover letter and the names of three references to: Huzel C. Stamps, Director of Personnel Services, Harvard College Library, Widener 188, Cambridge, MA 02138. Harvard University upbolds a commitment to Affirmative Action and Equal Opportunity.



Harvard College Library

Eastern State Hospital and Eastern Virginia Medical School are seeking a physician committed to public service and to community and hospital psychiatry for a joint appointment.

MEDICAL DIRECTOR

Located in historic, charming, Williamsturg, Virginia, this 218 year old JCAHO accredited, 900 bed hospital, long committed to quality care and to community-based programs, provides treatment to adult, child, adolescents, and gerlatric patients, including torensics and acute admissions, in a culturally diverse setting.

This joint appointment provides oversight for a training program with psychiatric residents and other health care protessionals. Both facilities are in Tidewater, Virginia, less than 3 hours from Washington, D.C. Opportunities available for consulting and for research. Salary negotia-

Qualifications: Candidate will have significant demonstrated experience in public hospital and community psychiatry and administration; eligible for or licensed as a physician in Virginia; and has knowledge of and experience with JCAHO. Experience supervising medical staff residents and other health care professionals in a hospital setting preferred. Please forward CV and three current references before February 29, 1992.

> John M. Favret Hospital Office for Eastern State Hospital P. O. Box 8791 Williamsburg, VA 23187-8791 (804) 253-5241 FAX (804) 253-5085

AA/EEO, Minorities, Females and Disabled encouraged to apply.

MONTANA STATE UNIVERSITY

College of Nursing Campus Director

Opering for individual to manage faculty and shadent affairs on the scenic upper division Missoula Campus. Postion combines administrative and faculty activities in NLN accredited baccalaureate and master's degree programs, nationally recognized research and graduate program in rural nursing. Chrical master's in nursing required; doctoral degree in nursing or related field preferred. Rank and salay negotable. Screening will begin l'abruary 15, 1992 and will continue until suitable candidate to found. Send letter of interest, résumé, names and addresses of three reference persons to.

Search Committee Missouls Campus Director College of Nursing Montana State University Bozeman, MT 59717-0356

Notice with 2 years as Director of Notice Program in as instructor in a school of nursing required. Salary range \$18,000-42,000 annually. Excellent frame benefits, Anticipated annually. Excellent frame benefits, Anticipated annual strong date is furly 1. 1992. Applications will be accepted unto suitable capitals in February 20, 1992. For application call 1340, 1972-4100, section of policions call 1340, 1972-4100, section of personnel, and references for Particial Hank. Director of Personnel, Southern West Virginia Community College, P. O. But \$300, Louin. West Virginia 25001, Southern was a Affirmative Action, Equal Uppurturnly Pemployer.

experience with 2 years as Director of 378/3. Texas Charston University, For Nursing Processors and Property Nurses and Property Nurses and Property

Silence 344,000 annually. Excellent finuse benefits, Anticipated starting date is July 1, suitable candidate is found. Review of applications with the excepted of proposition of the excepted of proposition call 1397-2-3101, extension and references to: Participal Hand, Director monity College, P. O. Bux 4307, Logan, where Action, Equal Opportunity Employer.

Mutilion: Applications are being accepted for a required Assistant Professor Basis and applications are being accepted for a required Assistant Professor Basis and supervising practice activates in the Condinated Professor and Directics at Taxas Christian University Will with partitioner experience required Primary responsibilities movies teaching in the Condinated Professor being accordinated Professor and the electric activates in the Condinated Professor being accordinated Professor being

Claremont/McKenna College



DIRECTOR OF ALUMNI RELATIONS

The director is responsible for the development, planning, and (suplementation of alimni programs, and coordinates, with the president of the alimni association, its executive committee, and its hoard of directors, the management of the alimnit association. Other responsibilities including student/alumni relations; involvement in student recruitment and career development; coordination of remains giving program; chapter activities; alumnication of remains giving program; chapter activities; alumnication of remains and career development.

Charemont McKenna College is a highly selective, private, liberal arts college with emphasis in public affairs and economics. It is one of the five undergraduate institutions that with the Claremont Graduate School comprise The Claremont Colleges. Review of applications begins immediately and continues until the position is filled. CMC is an AAFEO employer.

Send letter of application and résumé with salary history to Barbara J. Condit, Director of Personnel, Claremont McKenna College, 500 East 9th Street, Chromont, CA 91711.

DEVELOPMENT DIRECTOR

Development Director of \$1.4 million opera company. Primary ital-son with Toard of Directors: provides strategies for fund-raising pro-grams: must have strong organizational ability, manage small staff. Strong interpersonal skills; articulate in written, oral communication. Computer skills, Minimum 3 years' experience in development. Salary \$30,000 + . Send résumé to:

Alfred Kennedy

etetic Association accredited Coordinated Program in Thetetics. Assistant/associate professor pusition available August 1992. Extraory responsibilities are to teach courses in food service management and



Lists of the latest books of interest to Academescholarly books and books about higher education ---

every week in The Chronicle.

BAYLOR UNIVERSITY

DIRECTOR OF STUDENT ACTIVITIES

Baylor University is seeking applications for the position of Director of Student Activities. This position directs several Student Life departments in achieving their goals of ephancing the overall educational experience through the development of and participation in social, cultural, intellectual, spiritual, recreational and governance programs. The Director is expected to facilitate programs and activities which conform to the stated standards and overall mission of Baylor University and the program quality and goals of the departments.

Requires Master's degree in College Student Personnel, Higher Education Administration, or related field. A Doctorate is preferred. Requires five or more years directly related professional experience in higher education, including three or more years management experience? with emphasis on budget development, professional development and

Send resume and three letters of reference, by January 31, 1992 to:

Personnel Services and AA/EEO Office Baylor University P.O. Box 97053 Waco, Texas 76798-7053

Baylor is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Bapilst General Convention of Texas. Minorities and women are encouraged to

ALLEGHENY COLLEGE MEADVILLE, PENNSYLVANIA 16335

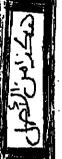
Allegheny Cotlege seeks an experienced NeXT step programmer to fill a three-year, non-renewable, NSF funded appointment to support the development of instructional software in the natural sciences. This position will involve working with Allegheny faculty and students to develop and experiment with instructional software for college, secondary, and primary school use. A Ph.D. in an academic discipline is preferred. Please send a letter of application describing your qualifications and names of three references to Joel M. Smith, Director of Educational Computing, Services, Allegheny College, Meadville, PA 16335, by January 15, 1992. Allegheny College is an Equal Opportunity Employer.

experience in food service management and college-level teaching, ADA member-ship, and RD required, Rank and salary are dependent on qualifications and experi-cellant to the service of ence. Screening of applicants will beain March 16 and continue unit a suitable candidate is identified. UND is an Equal Opportunity, Alfirmative Action Employer. Letters of application, current vites and three references (asmes, addresses and phone numbers) should be sen to: Dr. Beverly Unleabers, Department of Home Economics and Nutrition, Box 8273 University Station, Grand Forks, North Dakata 58202.

Station, Grand Porks, North Dakata Sa202.

Occupational Safety/Health: University of New Haven. The University of New Haven seeks an Assistant/Associate Professor in Occupational Safety and Health, starting September 1, 1992, to support the growth of established programs in Occupational Safety and Industrial Hygiene at the BS and MS levels. This is a tenure-track rosition. Minimum requirements include a Doctoral degree in industrial hygiene, safety, or a related field. College teaching experience is desirable. Responsibilities include undergraduate and graduate teaching, curriculum review and development, student advicement and recruitment, research and appendictudes young merchapment. Safary commensurate with qualifications. Please send a resumé and names of three

Ophthalmology: A full-time, probationary Assistant or femured Associate Professor-ality in retina is open july, 1992 at the Uni-versity of Minnapoin. Probationary Assist-ant Professor: MD required. Demonstrated founds are the professor of the Professor of the Professor. versity of Minnasola, Probationary Assistant Professor; MD required, Demonstrated involvement in quality research accepted or published in near-reviewed Journals. Competence in communication and in the teaching of students, Tenured Associate Professor: MD required, Professional distinction in research and writing and degonstrated effectiveness in teaching and advaina, Minimus academic preparation and experience: Completion of ophthalmology residency plus a one year relina fellowship. Board cartified in outhtalmology telaphe at assistant levelt. Send resumés to Edward J. Holland, MD. Chairmao, Search Committee, Denartment of Ophthalmology, 516 Delaware Street Southeast, Minnespotts, Minnesota 53455. Last day for receipt of applications is May 31, 1992. The University of Minnesota and employee.



HUMBOLDT STATE UNIVERSITY Director of Plant Operations (A Non-Tenured Administrative Position)

Humboldt Stare University seeks a Director of Plant Operations, a non-tenured administrative position reporting to the Director of Physical Services, and managing a staff of one hundred employees. This is an executive position responsible for planning, managing, budgeting and implementing physical plant operations through supervisory, engineering, clerical, and building trades and maintenance personnel to support the academic mission of the University. Candidates whose characteristics and qualifications also and them to prepare individuals to function in a culturally and ethnically liverse society are especially encouraged to apply. RESPONSIBILITIES

MINIMUM QUALIFICATIONS
EXPERIENCE AND EDUCATION, Bachelor's Degree in Engineering. EXPERIENCE AND EDUCATION. Bachelor's Degree in Engineering. Business Administration, or other relevant program, with preference for advanced degree; five years or more of successful management and administrative experience with a proven record of accomplishment in the physical plant setting, preferably at a college or university, objective, technically-based problem solving abilities; effective writing and oral communication philis; ability to establish and maintain cooperation and consultive working relationships with the campus community and external constituencies; demonstrated thorough knowledge of effective techniques for plant administration, including strong leadership and supervisory skills, and a commitment to ream building; commitment to the principles of Affirmative Action, ability to accomplish campus instructional and support program objectives while maintaining the integrity of the physical plant.

SALARY

SALARY are with education, experience and qualifications.

APPLICATION interested candidates should provide a letter of application addressing the minimum qualifications; a résumé, and names, addresses and phone numbers of at least three professionals familiar with the applicant's qualifications

Address application, nominations, and inquities to

Kenneth I. Combs Director of Physical Services Humboldt State University Arcara, CA 95521-4947 (707) 826-4111

Applications postmarked by February 28, 1992 will receive full consider-ation. Late applications will be considered if the position is still vacant. The projected starting date is June 15, 1992.

An Affirmative Action. Equal Opportunity, Title IX Employer. Applications from qualified woman and minority candidates are particularly encouraged. Humbeld State University hires only individuals lawfully authorized to work in the

University of Massachusetts/Amherst

Director of Alumni Relations/ Staff Associate The University of Massachusetts at Amhersit is a major public resourch

university with 23,000 students and 130,000 alumni. Reporting to the Vice Chancellor for University Relations and Development, the Direc-tor is responsible for the development and management of a comprehensive alumni relations program including special events, student programs, and the cultivation of alumni clube. The Director serves as the Executive Director of the Alumni Association and acts as liston between the Association and the University. Duties include the development and implementation of programs such as homecoming, reunions, the alumni affinity programs, and the management of the staff and budget of the Alumni Office. Qualifications include a Bachelor's degree (Master's degree preferred) plus five years' experience in alumni refations, public relations, communications or a similar field. The position requires strong writing and speaking skills along with the ability to represent the University at many professional and social functions. Strong organizational skills and management experience with evidence of significant achievement in previous positions are necessary. Some experience in volunteer development is preferred. Selery is commensurate with qualifications and experience. Please send a letter of application and resume to: Search Committee, Alumni Relations, 390 Whitmore Administration Building, University of Massachuseits, Amherat, MA 01003 by February 12, 1982. The University of Mass-achusetts is an Affirmative Action/Equal Opportunity Employer.

Ophthalmology / Research Management:
The Byo Research Institute and the Harorder Medical School Department of Orththalmology are seeking to fill the position of
Director of Research at the Byo Research
Institute, A Haryard Medical School of Medician (Vacancy UAC.113)
The Section of Apatonical Philology of the Director of Rasearch at the Evo Research Institute. A Hervard Medical School Search Committee has been formed to find an individual of international stature who is recognized for accomplishments and lead-ortisp is taboratory laye stigations, prefembly but not accessarily related to the normal functioning and the disorders of the eye and the visual system. A basic scientist selected from asother field (such as molecular genetic, insumonogy, cell biology, playmacology, etc.) could be recruited proving that herbite, is interested in working on the visual system. Demonstrated administrative skills for running a large department or institute will be a requirement for filling the position. The Director of Research will be appointed as a requirement for filling the position, the Director of Research will be appointed as a requirement for filling the position, the Director of Research will be appointed as a requirement for filling the position. The Director of Research in the Harvard Medical School Department of Ophthalmology, interested individuals along their individuals appuld submit their cirriculum who to: Frederick A. Inkobiec, M.D., Chairperson, Hye Research Institute Search Committee, Massachusetts Eye and Ear Infirmative school, equal opportunity institutions.

School of Medician (Vacancy UAC.113). The Section of Anatomical Publicary of the Department of Publicary has a staff of a Professor, an Anacolate Professor (current Professor), and three Senior Lecturers. This staff provides 2.2 full-time equivalents of service work for the Auckiand Area Health Board. There are two additional full-time aspecialists for Anatomical Publication employed by the Auckiand Area Health Board. Candidates must hold a medical qualification registrable in New Zealand together with a recognised postgraduste in Pathology (se FRCPA or MRCPath) and should have some caperience in teaching undergraduste and postgraduste medical students. The successful applicant must have training and experience in anatomical pathology. He'stin must have demonstrated an ability to undertake research in acque aspect of pathology and will be supected to purage research activities in this field. Clinical duties of 310 in anatomical pathology at Auckland Area Health Board hospitals will be required. Commencing salary will be required. Commencing salary will be required. Commencing salary will be stabilished within the range \$NZ67,808. \$NZ67,568 per annum for Associate Professor. Conditions of Appointment and Method of Application are



Director of Career Development

The Division of Student Development at Lowis-Clark State College invites applications for the position of Director of Coreer Development. The Director is responsible for a full range of career services including career counseling, testing, bit fair, fair loard, placement files, graduation follow-up reports and cooperative education.

The Director must be proactive, a capable communicator who is aldo to succe by interact with students, the public, employers, are, schools and businesse: the college community.

The correge community.

Successful condidates should possess a Master's Degree in student personnel, higher education or commeling, itelated disciplines will be considered. A vocational connecting certification in Idaho or the willingness to obtain some is desirable. Experience in caroor development in higher education or appropriate related experience in required. Lewis-Chark State College is a regional undergraduate institution within the Idaho system of higher education. It offers liberal arts and sciences, professional inograms in administration, nursing, butiness, social work, criminal justice and vacational-technical programs. Ontreach programs in a variety of flebs constitute a distinct mission for the College. The initiation currently enrolls approximately 2,500 students.

Lowis-Clark State College occupies a 44-aere campus on Normal Hill, an attractive residential area of Lewiston, Idaho. Lewiston has a population of 27,000 and is located in rural, northwestern Idaho at the confluence of the Stake and Cloarwater likeus. The major industries in the area are forest products, agriculture, recreation equipment and outdoor recreation. Lewiston is the gateway to the largest concentration of witherness areas in the configurous states.

Review of applicants will begin February 21, 1902, and will continue until a successful candichate is selected. Send letter of application and resume to: Vice President for Student Development Lewis-Clark State College Lewiston, ID 83501

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY



NEW YORK MEDICAL COLLEGE

DIRECTOR MEDICAL SCIENCES LIBRARY

Requires ALA-accredited MLS or higher, substantial post-MLS experience in library services and administration, preferably in the health sciences; knowledge and use of library technology and of automation and integrated library systems; and strong interpersonal and communication skills. The director supervises a staff of 16.

Reporting to the Dean of Academic Development, this position is a faculty appointment. Candidates should have a record of achievement appropriate for a senior administrative appointment, including demonstrated evidence of creativity, leadership and managerial skills.

Letter of application including salary requirement, résumé and three references should be forwarded by March 1, 1992 to:

Rhea Dornbush, Ph.D. Chairman of the Search Committee Department of Psychiatry New York Medical Colluge Valhafla, NY 10595

New York Medical College Is an Affirmative Action, Equal Opportunity Employer.

Director, Physical Plant

State University of New York at Stony Brook, located on Long island's scenic north shore, is accepting applications for the position of Director of Physical Plant. The Director will be responsible for maintaining the West Campus of approximately 40 buildings and all university heating and cooling require-

The Ideal candidate will possess strong interpersonal skills and an ability to interact with administration, faculty, staff, students, and members of the broader community. A bachelor's degree is required, preferably in Architecture/Engineering. A strong background in management (MBA) is desired. At least 10 years of progressively responsible administrative experience in operating the Physical Plant of a large university or similar facility as a primary operations director. Knowledge/experience in labor management, compensation and scheduling in a union tabor environment is preferred.

Send résumés to: Paul W. Chase, Dean of St tion 348, SUNY at Stony Brook, Stony Brook, NY 11794, SUNY at Stony Brook is an affirmative action, equal opportunity educator and employer. AK121.

Coverage of breaking news that affects higher education — from state capitals, academic conferences. and campuses throughout the country and the world ---

every week in The Chronicle.

ASSOCIATE UNIVERSITY LIBRARIAN

This is a senior level management position carrying responsibility for day-to-day operations including personnel administration, the coordination, through department heads, of public services, and oversight of automation applications in administrative and public services areas. The library is an OCLC member, and shares a Geac automated system with

Applicants should have a minimum of five years of increasingly responsible experience, preferably in an academic library, which must have involved significant administrative duties, management of personnel, budget preparation and administration. and short and long range planning. Other requirements include demonstrated experience with automated systems and other library technology. strong oral and written communication skills, and an awareness of trends in higher education. An ALA-accredited MLS is required; a second

masters degree in a subject field is highly desirable. Applicants should submit a letter of application resume, official library school transcript, and the names, addresses, and phone numbers of three eferences by February 14, 1992 to Barbara Bryan, University Librarian, Nyselius Library, FAIRFIELD UNIVERSITY, North Benson Road, Fairfield, CT 06430-7524. Preliminary interviews possible at ALA Midwinter Meeting in San Antonio.

Fairfield University is an **Equal Opportunity Employer**

Athletic Director COE COLLEGE

Coe College seeks applications and nominations for the position of Director of Athletics. The Director reports to the Vice President for Academic Alfairs and Dean of the Faculty and has responsibility for the College's Athletic program. Specific responsibilities include briting, supervising, and evaluating the work of coaches and athletic staff, planning and administering the program's budget, providing marketing, hand rating, and public relations for the Athletic Department; directing the department's efforts in recruitment of student athletes overseeing compliance with NCAA, College, and Conference rules; coordinating the use of athletic facilities; and coaching one or more varily sports.

Coe is a very selective, coephysamulal thoral arts, college, located in Cedal

Coe is a very selective, coeducational liberal arts college, located in Cedar Rapids, IA. Founded in 1851, it has a Phil Beta Rappa chapter and enois approximately 1,250 students. Coe offers 11 men's sports and 9 women's sports, all of which compete at the NICAA Division III level. Coe is a lounding member of the Midwest Athletic Conference.

Candidates should have the following qualifications at least the Matter's degree in an appropriate field; a minimum of five years' experience in an administrative or coaching position; a thorough knowledge of Division ill rules and an understanding of the role of athletics in a liberal arts college; a set of values that gives priority to academic achievement; strong organizational, communications and interpersonal skills; a clear commitment to equity in athletic opportunities for men and violence, a record of success in retruiting student athletics. Some orderstudent athletes; and experience in fund faising and marketing. Some preference will be given to applicants with experience at a private college of university. Coe is particularly interested in receiving applications from women and minimum and the contractions.

The position, available July 1, is a 12-month, administrative appointment with competitive salary and fringe benefits. Candidates should submit a letter of interest, a curriculum vitae, three letters of recommendation, and the names, addresses, and phone numbers of five additional references to. Athletic Director Search Committee, Office of the Dean of Faculty, Coe College, Cedar Rapids, IA 52402. All materials must be received no later than 28 February.

Coe College is an Affirmative Action, Equal Opportunity Employer.

available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom appilications should be forwarded by 31
March 1992. Please quote wearny number
UAC.113 in all correspondents. The versity of Auckland, an Equal Employment Opportunity Employer,

Personnel Management: Personnel Director, General Library System, University of Wisconsin-Madison, Develop and admanister personnel policies, procedures, and long-range planning for library and staff to complaine with labor contracts, what, federal law, university policies: countred emplayers, Qualifications: B. S., three years personnel management and supervision in complex, unionized, academic environment with demonstrated shall in regotiation, problem-solving, organization, commitment to principle to affirmative action. Request full announcement from Sandra Phaher, Personnel Librarian (Actions, Memorial Library, 728 State Street, Madison, Witcondia S3706, Deadinas: February 14, 1992, Salary minimum: \$11,598, Wooren, minorities, disabled are encouraged to apply.

atten Philosophy and the state in Philosophy and the season reofessional chick. The appointee will be expected to be Course Coordinator for the Diploma in Professional Ethics, and to teach the core paper [Porfessional Ethics, Seminary for the Diploma. He or she will also be expected to teach concernmently [Isusiness Ethics, Environment Ethics, Ethics and the Law, and Medical Ethics, Ethics and the Law, and Medical Ethics, Ethics and engage in research. The proton appropriet will be expected to take the appointment in sufficient time to be able to make academic, organizational promotional preparations for the diplomary 1993. Commencing salary will be studied to the effect of the first time from February 1993. Commencing salary will be studied within the range \$NZIJ 400. \$

BULLETIN BOARD: Positions available

■ MONTANA STATE UNIVERSITY

Counseling & Psychological Services Director

The Division of Student Affairs of Montana State University invites applica The Division of Student Anairs of Moniana State University invites applica-tions for the position of Director of Courselling and Psychological Services, Position is a 10- or 12-month option and includes a fractional faculty ap-pointment in the Department of Health and Fluman Development. Qualified candidates must have a doctoral degree in Counseling, Clorical or Counseling Psychology or closely related field; license eligibility for independent practice in Montana; clinical post-doctoral experience in the mental

enden practice in volument alth area, including experience in crisis intervention; university or college wasseling center experience; experience supervising professional counsel counseling center experience; experience supervising professional counselors in a clinical setting; and a demonstrated commitment to campus diversity and attirmative action.

University or college administrative and teaching experience and experience in providing training or supervision in a clinical training program are desir-

The successful candidate will be expected to provide leadership to clinical The successful candidates, oversee clinical services provided by a center that saff and advanced interns, oversee clinical services provided by a center that safe mental health needs of the university and offers an APA-approved intensity program, support outreach/prevention activities, encourage quality assurance activities, and represent Counseling and Psychological Services

Salary in the mid \$40's for 12-month appointment and includes competitive benefits package. Deadline: Application materials must be postmarked no later than February 28, 1992. Nominations are welcome and must be received by February 14th. Positron to be filled on or around July 1, 1992. To apply: Submit a letter of application, resume, and names, addresses and telephone numbers of five references to:

Bob Waters C & PS Search Committee Chair SUB 155

Montana State University
Bozeman, MT 59717-0396

Montana Stale University is a land-grant institution of approximately 10,000 undergraduate and graduate students. It is located in Bozeman, MT, a culturally active community of 29,000, situated 90 miles north of Yellowstone

Veteran's Preference, AMEO Employer

Washington WASHINGTON UNIVERSITY IN STILOUIS

is searching for a Director of its Nursery School. The position will be available july 1, 1992. The Nursery School enrolls 129 children, ages three through five, divided between marning and afternoon sessions. There is a strong preference that the new Director hold a doctorate, and be interested in conducting a research program, as well as in setting policy for and administering the Nursery School. Previous experience as a teacher of young children is required. Administrative and research experience are desirable.

The new Director may also hold an adjunct (non-tenure track) faculty position in an Arts and Services Department, probably either Education or Psychology, depending upon the successful candidate's area of specialization and preference. The Director will be expected to teach part time in the Early Childhood Education program.

The basic appointment is for nine mouths, with two mouths of summer school a possibility.

Salary for position is common surate with individual's qualifications and experience. Women and introvities are encouraged to apply. ington University is an Affirmative Action. Equal Opportunity Fin-r. Employment Eligibility Verification required at the time of em-

Applications should include a curricishim vitae, a statement of goals and purposes, official copies of all college and university transcripts, and three letters of recommendation.

Applications should be sent to. Dr. Bryce B. Hudgins
Chair, Department of Education
Washington University
One Brookings Drive
St. Louis, MC 63130-4999
Tel. (314) 935-6724
FAX (314) 935-4982

The deadline for the receipt of applications is Monday, February 17, 1992.

Social and Political Philosophy: Area of coccentration: open. Candidate will be expected to offer at least one undergraduate course that can be cross-listed with one of our interdisciplinary programs: American Studies, Urban Studies, Women's Sudies, Urban Studies, Women's Sudies, Urban Studies, Interdisciplinary programs: American Sudies, Urban Studies, Momen's Sudies, Urban Studies, Momen's Sudies Business, Please send vato, three letters of recommendation, and a writing supple to Search Committee-2, Department of Philosophy, DePaul University, Sudies Belden Avenue, Chicago, Illinois Goldel, An Egual Opportunity Employer Women and minority candidates are encouraged to apply.

Philosophy American Studies are encouraged to apply.

coachination: open, but ability to teach praduate coache of the state of the state

cand to excellence. FORAE Woman and minority candidates are encouraged to apply. Send proposed to apply the send of the send of instructor or assistant professor, beginning Fall Semester, 1992-3 academic year, three letters of recommendation to Terry Mazura. Characterist competences. The department introductory courses and a range of following modern philosophy. Indianon, one of super areas in applied ethics. The taper the philosophy indianon, one of super areas in applied ethics, in tenseter, leaching ability will receive philosophysical senders, person of the senders of the senders, person of the senders, person of the senders of the senders

fillosophy: Assistant, perhaps beginning resolute, professor. Tenure track. Area of caldwell, idaho New position Assistant professor. Schelers, Area of Professor, tenure track. Area of specialization: Open, but ability to leach a standard of the compactation. Ethics (Philosophical or Theological).

tum. Ethics (Finlosophical or Theological). Area of concentration some other area in philosophy or religion. To begin September 1992. Dures involve teaching each course per year 13-23, intraductory and advanced undergraduate, plus normal committee work. Particular emphasis upon undergraduate teaching. Ph.D. required by September 1992. The College of Idaho is a small private, growing liberal arts college dedicated to excellence. FOAAk. Women and minorities are encouraged to apply. Send complete doster with letter of application, curriculum vitas, three letters of recommendation to. Terry Mazurak. Char Search Committee, Department of Philosophy and Religion, The College of Idaho, 2112. Cleveland, Caldwell, Idaho 83605 Deadfine: January 31, 1992.

THE UNIVERSITY OF IOWA

ASSISTANT DIRECTOR Sponsored Programs

> The University of Iowa Division of Sponsored Programs secks an Assistant Director in the areas of private foundations, international programs, and corporate grants and contracts.

The position requires someone with good communication skills and the ability to work with faculty from a diversity of fields. Responsibilities include the dissemination of information on funding opportunities, grant and contract negotiation and postaward administration. The Assistant Director will also participate in developing University-wide priorities and initiatives with the private sector. An advanced degree and knowledge of grant and contract administration are necessary. Salary is negotiable based upon experi-

Applications will be ac: cepted until the position is filled. Please send a letter of interest, resume and the names of at least three references to Brian Harvey, Division of Sponsored Programs, 100 Gilmore Hall, The University of lowa, Iowa City, IA 52242.

The University of lows is an equal opportunity affirmative action employer. Women and minorities are encouraged to apply.

THE UNIVERSITY OF TEXAS AT TYLER

DIRECTOR OF THE DIVISION OF NURSING

The University of Texas at Tyler invites applications for the position of Director of the Division of Nursing. The University of Texas at Tyler is an upper-level, coeducational institution of higher education that enrolls over 3,900 students. The university is located in the heart of East Texas midway between Dallas and Shreveport, Louisiana, serving a regional population of 750.000.

Fourteen faculty serve the 250 students enrolled in the Division of Nursing. The division offers a generic baccalaureate degree, a B.S.N. progression track for licensed personnel, and a master's degree. In the spring of 1992, the Division of Nursing will undergo NLN reaccreditation of the B.S.N. program and initial accreditation of the master's program.

Responsibilities of the Director: The director reports to the Dean of the School of Sciences and Mathematics and is responsible for planning, organizing, coordinating, and directing the nursing program. Additionally, the director is responsible for budgeting, staffing, and monitoring the progress of the division. The director is also expected to participate in scholarly activities and research.

Required Qualifications: The successful candidate must present the following professional credentials; a master's degree and earned doctorate in nursing; at least five years of teaching experience in a baccalaureate and/or higher degree nursing educational setting; the achievement of academic distinction appropriate to appointment at the rank of associate or full professor; academic administrative experience; the demonstration of scholarly activities including research, writing, publications and/or consultation in nursing; and a current Texas nursing license or eligibility for licensure in the State of Texas.

Salary: Negotiable and commensurate with experience and qualifications.

Application Deadline: March 1, 1992, or until position is filled. Interested candidates please send a cover letter, curriculum vitae, and the names, addresses and phone numbers of three references. All correspondence should be addressed to: Dr. Thomas Fernandez, Chairperson, Search Committee for Director of the Division of Nursing, The University of Texas at Tyler, 3900 University Boulevard, Tyler, Texas 75701-6699.

The University of Texas at Tyler is an Affirmative Action, Equal Opportunity Employer. Minorities are encouraged to apply.

THE UNIVERSITY OF TEXAS AT TYLER

3900 University Boulevard • Tyler, Texas 75701-6699 • (903) 566-7000



COLLEGE OF EASTERN UTAH

Applications are invited for the following position:

Applications are invited for the following position:

Assistant Librariam Reports to the Director of the Library and the Media Center. Primary duties involve Reference services, with an emphasis on developing closer ties between the library, students, faculty and community. Other duties include Acquisitions, Cataloging, Circulation, Collection Development, Media Services, Must possess an ALA-accredited MLS degree, plus public services and technical services intining, preferably in an academic library. Previous experience with IBM compatible computers as well as an automated library system, preferably Dynix, necessary. Must be a term player, able to work comfortably with pamprofessionals and student workers in an informal environment. Must also be able to work well with faculty, students, and the community. The College of Eastern Utah is a two-year community colloge beginning implementation of the Dynix system. Salary commensurate with training and experience. Institutional salary policy. Twelve-month position. Applications must be received by February 22, 1993, including: vita, three letters of recommendation and college transcripts. Personnel Office, College of Eastern Utah, 451 East 400 North, Price, Utah 84501; (801) 637-2120, ext. 240.

CEU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.



The most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

........... Director of Development (SEARCH REOPENED)

Small church-related college in Southeast within 45 minutes of major metro area. Minimum 5 years' experience in fund raising (candidates with college or university experience will be given preference). Reports to V.P. Davelopmant. Primary duty, Annual Fund, Must be able to articulately represent the College to various constituencies and be able to deal directly with Trustees and key volunteers. Must be computer literate (preference given to candidates with experience in setting up and/or supervising computer record-keeping function). Bachelor's degree required, with preference given to candidates with advanced degree(s). Salary commensurate with experience and qualifications. Send résumé, three references, and salary history/requirement (preference will be given to replies received by February 5, 1992) to Box 19-100c. The Chronicle of Higher Education.

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includes agatement of teaching experience and teaching and research interests, resume, transcripts, and three letters of recommendation to Motor Development Search Committee, Department of Physical Education, Health, and Recreation, Mail Stop 9667, Western Washington University, Bellingham, Washington 98225. Inquiries may be directed to Dr. Roy Cimpner, 206-676-3513. Review of applications begins January 7, 1992, and will continue until pestions in the Committee of the Committe

Physical Education: Assistant Professor of Health and Exercise Science. Qualifica-ions: Doctorate in Physical Education or Exercise Science, Responsibility: Teach Exercise Science. Responsibilities: Teach a Personal Health and Firness Course, a seneral education requirement for all sidents in the University, requiring participation in fitness activities. Teach one of the following: (1) Biomechanics, (2) Analysis of Cardiovascular Function and Exercise Stress Testing Practicum, (3) Foundations of Physical Education (introductory course to the major), or (4) Pedagogical sequence for teaching certification thudents. Salary commensurate with experience, Position to besid September 1, 1992. Application deadline: March 1, 1992. Submit letter of application, curriculum vitas, and three letters of recommendation to Dr. Bill Pierce. Chair, Health and Exercise Science, Furnan University, Greenville, South Carollna 27613.

na 2913.

Physical Education: The Department of Kinsisology, located in the College of Arts and Sciences at Kanasa's State University, is seeking an assistant professor with a specialization in cardiovascular, homonal or metabolic energies physiology. Professor will be given to individuals desnonstrating the ability to develop an ongoing research program and to acquire extramyal funding. Responsibilities include teaching in the

tion begans August 1992. Responsibilities tochule teaching undergraduates and graduite courses in measurement, elementary methods, pedagosy, programming with local public schools, advising and conducting research. Special consideration will be given to candidates with public school expecience and whose personal health habits are congruent with Surgeon General report. Healthy People 2000. Earned Doctorate referred, Master's despec required. Prior experience in school related activities, evidence of professional involvement and the ability to teach dance and rhythms destinable. Screening will began April 11, 1992, and will continue until a suitable candidate it selected. Dr. Mark L. Gives will interview interested persons at the National AAHPERD Convention in Indianapolis and Southern District AAHPERD to Allanda, Send letter of application, vita and names of five references to: Personnel Office, Northeastern State University, Tabel of quals, Oktahoma 74464. EEC/AA institu-

Millersville University, located in suburban Lancaster County, is one of 14 institutions of the Pennsylvania State System of Higher Education. Enrolling more than 7,800 full- and part-time students, Millersville is situated in Southeastern Pennsylvania, a 90-minute drive to Philadelphia or Baltimore and four hours from New York City. Served by approximately 350 full-time faculty, the University offers associate, bachelor and master degrees in a wide range of majors in the arts and sciences, in education, and professional fields.

One of three university schools and with one-third of the University's total enrollment and ninety percent of the approximately 800 full- and part-time graduate students, the School of Educapercent of the approximately 800 full- and part-time graduate students, the School of Education is the historic base for the oldest teacher-training program in the Commonwealth. The School houses the following departments and programs: Counselor Education, Educational Foundations, Elementary and Early Childhood Education, Field Services/Certification, Health and Physical Education, Industry and Technology, Instructional Media, Jenkins Early Childhood Center, Lancaster Partnership, Library Science, Migrant Education, Psychology, Special Education, and Hauserd Poundations.

As Chief Academic Officer of the School, the Dean reports directly to the Provost and Vice President for Academic Affairs and has responsibilities for administration of the School's academic programs, accreditation reviews, budgeting, grant and external funding acquisitions, and personnel management and supervision. In addition, the Dean provides leadership for the School for programs with external constituents at the local, regional, and national levels.

An earned doctorate, demonstrated excellence in teaching, scholarly research, administrative An earned doctorate, demonstrated excellence in reaching, scholarly research, administrative experience at the college level, and ability to work in a collective bargaining environment are easential. Additional qualifications include effective interpersonal skills, interest in and ability to work with local schools, dedication to faculty development and to acquisition of external funding, demonstrated commitment to access and equity in higher education and academic freedom, educationally-related community service, and the capability to provide effective management and visionary leadership.

Mid-Summer appointment is preferred; salary commensurate with qualifications and experience. Excellent benefits. Submit a letter of application, vitae, and at least three current tetters of recommendation to: Search Committee for Dean of Education, Executive Center/CH0115, P.O. Box 1002, Milleraville University, Milleraville, PA 17551-0302, Nominations and applications received by 2/15/92 will be given full consideration.

An Affirmative Action/Equal Opportunity Employer





Search Extended

Assistant Director, Affirmative Action/ **Equal Opportunity Office**

Utah State University

Qualifications: Bachelor's degree required. Master's degree preferred. Candidates must have a minimum of three years' experience in AA/EO; thorough knowledge of AA/EO laws; and excellent skills in: Interpersonal relations, oral and written communi-relations, training, sasesament, and handing complaints. The aucoeas-tui candidate will provide evidence of taking a proactive approach to AWEO issues.

USU offers an attractive benefits package. Salary is commensurate with experience.

with experience.
Applicate should submit letter of application detailing compatibility between their experience and this position, résumé, and names/addresses/felephone numbers of three references to: Dr. Sue Guenter-Schlesinger, Chair, AA/EO Bearch Committee, Utah State University Logan, UT 84322-1495. Review of applications began November 25, 1891 and will continue until position is filled.

USU is committed to enhancing multicultural and gender diversity and is sensitive to needs of dual-og-reer couples. We are an AA/EO employer and encourage applications from minorities, women and persons with disabilisies.

HURON UNIVERSITY

Huron. University is a private, independent coefficiational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD, Stoux Falls, SD, and London, England

CAMPUS DEAN Tokyo, Japan Branch Campus

Responsibilitys The Campus Dean will serve as the chief academic officer for Huron University's Branch Campus in Tokyo, it is anticipated that the Tokyo Branch Campus will open in 1992.

Qualifications: Earned doctorate from an accredited untwinty, minimum of 5 years of prograted vely responsible administrative experience in higher education; Experience in Internacional education; fluency in Japanese is highly destrable; excellent interpretonal

DIRECTOR, ESL PROGRAM Tokyo, Japan Branch Campus

portetbility: The Director of the ESL Program will be responsible for directing the ESL trains at Huron University's anticipated Tokyo Branch Campus which will open in 1992. It in a Date: The preferred starting date is April 1, 1992.

rience is required.

Chair, Division of Arts and Letters: Scarch #912-22. The Chair is responsible for the maintenance and development of all of the Division's programs and activities. The Division is composed of the Department of Art and Humanities; the Department of English, Reading, and Foreign Languages; the Department of Music; and the Department of Speech and Theatre. The Division Chair reports to the Dean of Academic Affairs. A maintanum of three (3) years of college administrative experience and a degree in one of the disciplines contained in the Division is required.

degree in one of the disciplines contained in the Division is required. SOUTH CAMPUS: 10 miles south of Venice, FL and 30 miles north of Ft. Myers on U.S. 41 with close proximity to Englewood and North Port. Procest/Dean of Academic Affairs: Search #912-23. As chief administrator of the South Campus, the Provost/Dean of Academic Affairs is responsible for all support structures, administrative services, and the administration/supervision of the curriculum and instructional affairs of the campus. The position reports directly to the Vice President of the College. A minimum of five (5) years of college administrative experience is required. quired.

APPLICATION PROCEDUREs For all positions, send letter of intent to the Office of Human Resources, Post Office Box 1819, Bradenton, FL 34216 by February 5, 1992. Respondents will receive an MCC application to be returned to the Office of Human Resources with copies of resumé/

"vitee, and unofficial transcripts by February 24, 1992. Include search number in all correspondence. Separate letters of intent required for each

MANATEE COMMUNITY

COLLEGE

Manatee Community College (MCC) invites applications for three (3) academic administrative positions. The positions, available beginning July 1, 1992, are non-tenure track and require an earned doctorate. Competitive salary and benefit package available. MCC is a dynamic, comprehensive, public community college located on the west central coast of Florida composed of two campuses, with three programs—university parallel, occupational-technical, non-credit. The College has 300 full- and part-time faculty and 9000+ students.

BRADENTON CAMPUS: Bradenton, FL. 50 miles south of Tampa and St. Petersburg: 10 miles north of Samsots.

St. Fetersburg: 10 miles norm of Sarasons.

Deen of Academic Affairs: Search #912-21. The Dean reports directly to the Vice I resident of the College and is responsible for the administration and supervision of the curriculum and instructional affairs of the Bradenton Campus. A minimum of five (5) years of college administrative expendence is according.

Physical Education / Adapted: Adapted Physical Education. The School of Health, Physical Education and Leisure, Oddahonas State University, is seeking to fill a tenure track, Assistant/Associate Professor, pitcemonth position, besiantes August 17, 1972. Qualifications: Caudidates must have an carned dectorate in physical education with specialization to adapted physical education and successful prior teaching experience are at collegatualization to adapted physical ducation and successful prior teaching experience with apecial populations in a practical setting, and experience teaching in alementary physical education. Equivalent combinations of education and experience with the considered. Responsibilities include teaching undergraduate and modules courses in adapted physical education (teaching schedule may include pedagosy courses in elementary physical education),

coordinating and supervising laboratory experiences, pursuing state and federal grants in adapted physical education, conducting and directing research leading to professional publications, serving on School, Collene and University committees, and other duties as assigned by program coordinator and/or Director. Salary and rank: Commensurate with experience. Summer eruployment not guaranteed, Applications: Letters of application about include current vita, transcripts, three current setters of recommendation and should be sent to: Dr. Ceorge Oberle. School of HPEL. Olishoom. State University, 103 Colvin Center, Stillwater, Oktahom. 74078. Applications will be accepted through March 1, 1992 or until the position is filled. OSU is an Affirmative Action,

Starting Date: The preferred starting date is March 1, 1992.

Qualifications: Master's degree in TESL or Applied Linguistics; minimum of 2 years' eaching in ESL; fluency in Japanese is highly desirable. Application: Nominations and applications for both positions must include the following: Letter of application, risums; names and addresses of 5 references. Compensation for both positions includes A competitive slary, furnished housing transportation to and from Jepan for employee and up to three dependents, and commuting streams. Both positions will receive standard university benefits.

All materials should be received no later than February 1, 1992. Applications and nombations should be addrassed to Dr. R. John Reynolds, President, Huron University, 333 9th Street SW, Huron, SD 87350.

Huron University provides equal employment opportunity to all persons qualified by aca-demic preparation, experience, and ability without discrimination based on race, creed/ religion, color, sex, ege, national origin, or handicap.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.



Clemson University

Clemson University is a land-grant, state-assisted University fully accredited by the Southern Association of Colleges and Schools. The university is currently serving approximately 16,000 students in nine colleges. Clemson University is located in the northwest corner of the State of South Carolina, on the former home of statesman John C. Calhoun. It encompasses 1,400 acres in the foothills of the Blue Ridge Mountains on the shore of Lake Hartwell.

Assistant Director of Residential Life/Programming

Assistant Director of Residential Life/Programming
The Assistant Director of Residential Life/Programming is one of
three assistant directors reporting to the Assistant Director of
Rosidential Life/Programs. Through a staff of graduate students
and a clerical support staff, the Assistant Director of Residential
Life/Programming provides administration and direction for the
development of a living/lowning environment in University housing facilities for 7,100 on-campus single students living in 17 residence halls and four apartment comploxes as well as 100 family
apartment units. Arcas of primary responsibility include; development and coordination of programming for 300 + student employees, student residence hall association leaders, and student
residents based on the wellness model.

Qualifications: Mastor's degree in Student Personnel Service of

Qualifications: Master's degree in Student Personnel Servits or related field; or any equivalent combination of education, training, and experience (one year preferred). The ideal candidate will have demonstrated expertise in the residential life program areas mentioned, oral/written communication, and personnel man-

Salary: State pay grade is 31 with a minimum salary of \$23,109. Starting salary negotiable within State guidelines. Nominations/Applications: All letters of nominations and interest must be received no later than January 27, 1992. Application should include a resume/vita and the names, addresses, and phone numbers of three references. Starting date is negotiable.

Apply to: Clemson University Recruitment and Employee Services Attention: Mr. Phillip A. Howard 106 University Square Clemson, SC 20634-6337 Area Coordinator

The Aren Coordinator is one of four full-time, live-on, professional staff members reporting to the Associate Director of Residential Life/Staff. With the assistance of 3-5 graduate students, 15-30 Resident Assistants, a full-time receptionist, and student desk clerks, the Area Coordinator is responsible for a residential area of 800-1200 students in three to five residence halls or apartment areas. The Area Coordinator is the primary facilitator in the development of a residential environment for learning and is involved in policy development for the Division of Housing and the University.

Qualifications: Buchelor's Degree in Student Personnel Services or related field (Master's preferred); or equivalent combination of undorgraduate education, training, and experience. Salary: State pay grade is 28 with a minimum sulary of \$20,545. Starting salary is negotiable within State guidelines.

Nominations/Applications: All letters of nomination and interest

must be received no later than January 31, 1992. Application should include a resume/vita and the manos, addresses, and phone numbers of three references. Starting date is negotiable. Apply to: Clemson University Recruitment and

Employee Services Attention: Mr. Gary E. Campbell 106 University Square Clemson, SC 29634-5337

Cleman University is an equal opportunity, affirmative action employer.

AAUP Association Officer

The American Association of University Professors (AAUP) seeks tenure-track professional staff member responsible for development and coordination of state associations and promotion of faculty participation in academic governance. State organization responsibilities include assistance with chapter development and working with volunteer leaders. Faculty experience and AAUP chapter and state conference experience are highly desirable. The position involves substantial travel. An initial two-year commitment is prefer able. Starting salary \$40,000+, depending on qualifications. Excellent fringe benefits. Review of applications to begin on March 15th. Send to Iris Molotsky, AAUP, 1012 14th Street, NW, Suite 500, Washington, D.C. 20005. AAUP is an AA/EOE. Applications from women and minorities encouraged.

Physical Education/Athletics: Physical Education/Coaching. Two mans-month probationary positions for September 1992 pending funding; toaching + (1) defensive foorball coordinator or (2) track. Requirements: MS + high school/college Application: complete MSU form; returns; three reference letters; transcripts, Application review begins February 15, 1992. Apply: Dr. Ross Fortier, Athletic Department, Moorhead State University; Moorhead, Minnesota 56563; (218/236-2325). MSU is an AEOC comployer.

Physical Education/Athletics: LeTourneau University, Physical Education/Men's Soc-cer Coach, Doctorate preferred, Matter's



BULLETIN BOARD: Positions available

SUFFOLK COMMUNITY COLLEGE

Executive Director for SCC Foundation and College Development

Executive Dean of Corporate and Extended Learning

Suifolk Community College, a large, dynamic, multi-campus institution on eastern Long Island, seeks applications and nominations for two exciting new

positions.

The Executive Director for the Suffolk Community College Foundation and College Development reports to the president and coordinates programs and activities which include, but are not limited to, programs in development and fund raising, corporate relations, and alumni affairs. Major duties include developing goals and objectives for college development and implementing procedures for their achievement; developing and executing special events; cultivating potential sources of financial support; developing donor opportunities; developing and marketing a planned giving program; and serving as the Executive Director of the SCC Foundation.

Significant proven experience in non-profit fund raising or other activities which relate to the job responsibilities is required. The ideal candidate for this challenging and demanding position will be a highly motivated, energetic self-

the Executive Dean for Corporate and Extended Learning reports to the president and is responsible for planning, implementing, coordinating, and evaluating continuing education, extended learning, and economic development activities and serves as chief administrator of the Open Campus. Major duries include supervising and evaluating staff responsible for economic development activities, non-credit continuing education programs, and telecourses; serving as chair of the college-wide Economic Development Council; providing leadership in designing programs to attinuiste the economic development of Suffolk County, providing professional development activities and customized training for clients and industries through the TechniCenter, and enhancing continuing educational opportunities at sites convenient to the population; and serving as italison with business, industry, and government offices to provide appropriate educational programs. riate educational programs.

A master's degree in an appropriate field and significant administrative experisince in continuing education in a college setting are required. Community
college experience is preferred. The ideal candidate will have demonstrated
creative and dynamic leadership, have worked successfully with the business
and industrial community, is a self-starter, and should be highly motivated to
develop innovative and progressive programs.

Review of applications for both positions will begin January 23, 1992, and continue until they are filled. Applications should include a detailed resume and cover letter describing how the candidate meets the requirements of the position and should be sent to Dr. John F. Cooper, President, Suifolk Community College, 533 College Rd., Selden, NY 11784. Suffolk Community College is an AA/EO employer.

Extended Deadline

Search for Dean and Deputy Chancellor of Engineering and Director of Texas Engineering Experiment Station

TEXAS A&M UNIVERSITY

AND THE TEXAS A&M UNIVERSITY SYSTEM

lesss A&M University and The Texas A&M University System use to the cool applica-tion and nominations for the paration of Decreased Deputy Chair edited of Improvering and Director of Texas Engineering Experiment Station

This person will lead the teaching. It was in, and public versure activities of the College of Engineering, the Texas Engineering Experiment Station, the Texas Engineering Extension Service, and the Texas Uninpentation trialities. In addition, the individual will versus Officer of the Texas Engineering Experiment Station. The annual limbert responsibility for this position is approximately \$1.25 million (best filling along a application or manness should include a national and international reputation for a holizity accomplishments and demonstrated ability in accidentic administration, preferably all of allowers lived exquired to Dean of Engineering.

Tests And University, a state supported Land Grant, See Grant, and Space Grant establion, has 41,000 full-time students. The continuous ring community at Tests AAAI comprises 1,000 full-time professionals, 2,000 grantiate students, and 0,000 undergraduate students. The three engineering research agencies of the System Live stateward instans with direct general research agencies of the System Live stateward instans with direct general research agent from the state.

Applications, normalitons and supporting material will be accepted until the position is filed. The material should be sent to:

Dr. A. Benton Cocanougher
Chair, Dear Search Committee
601 Blocker Building
Texas A&M University
402 March Service Committee
603 Blocker Building
Texas A&M University
604 Blocker Building
Texas A&M University
605 Blocker Building
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607 ABM University
607 ABM University
608 ABM University
60

allon, Texas 77843 4113

Texas A&M University and The Texas A&M University System are equal opportunity, affirmative action employers, and minority and female applicants are particularly

Sport Management graduate program. Itash undergraduate and graduate courses, to the course of the co liam R. Kubinec, Chairman, Department of Physics, College of Charleston, Charles-ton, South Carolina 29424-991 the Col-lege of Charleston is an Equal Opportunity, Affirmative Action Employer and encour-ages applications from women and minor-ity candidates. Application review will be-un on March 15, 1992.

Addissippi 39406-5142. AAPIOF.

hydra: Assistant Professor. The Physics Department at the College of Charleston tribes applicants for a visiting position and a issue track position beginning. August 15, 1992. With a stone commitment in other break arts, the department of eight faculty offer IA and BE degrees in physics at well as stribes of a terminal degree in physics or attropical actimities. We are seeking candidates the stribes of a terminal degree in physics or attropical actimities of the physics of the stribes of the degree of refusers, a one-two pages need of the stribes of the degree of the stribes of the degree of the stribes of the degree of the stribes of t

Physics: University of Honda, Department of Physics has an assistant in Physics available. Ph.D. is required with at least three years' experience in processing optical materials. Particular expertise is lovable in the site of injector molding of plattic optical materials. Please well letters of application, curricularity state and outbication into Professor James Walker, University of Florida, Department of Physics, 215 Williamson Hall, Gainesvalle, Florida 32611-2865. Application deadling in February 15, 1952. The University of Florida is an Equal Opportunity Employer

Physics: Faculty position—University of Montara. The Department of Physics and Astronomy at the University of Montara expects to have a tenure-track position at Assistant Professor in Physics beginning August 1992. Applicants must have a Ph. D. in physics with preference given to those who have a strong background in instrument-based experimental physics. Candidates will be evaluated on the bans of scholarship, teaching, and research. The successful conductes will be expected to teach occupally conducted with the expected to teach occupant of the conducted towards the secondary school teacher. Inde-

SOUTHERN ARKANSAS UNIVERSITY

SAU is a comprehensive, regional, public institution of higher education with over 2,900 students located in southwest Arkansas, and offering over seventy degree programs at both the undergraduate and graduate (Master's in Education) levels.

DIRECTOR / DEAN OF INFORMATION SERVICES AND LIBRARY

SAU is seeking applications for a Director/Dean of Information Services and Library. Responsibilities include providing leadership and organization of the library; developing budgets, policies, priorities, long-range plans; promoting faculty/student relations; directing library support for echicational, public service, and continuing education opportunities in an extended campus region. May be considered to teach graduate level Library Media course. Reports to the Vice President for Academic Affairs.

Qualifications: Strong leadership, interpersonal communication, management and planning skills; knowledge to develop/direct computer information systems/system analysis and related technology-based library programs and services; 5 years' varied academic library experience (practical and administrative); and a record of professional achievements. ALA-accredited MLS required; doctorate strongly preferred. The title Dean will be considered only if candidate has an earned doctorate.

Sulary and title commensurate with qualifications and experience. In addition, SAU offers an excellent fringe benefits package. Applications will be reviewed beginning February 1, 1992 and continue until positions are filled. The positions will be available as soon as the appointments are finalized but must begin by July 1, 1992.

Interested persons should send a letter of interest, résumé and the names, addresses and telephone numbers of three people who may be contacted as references to: SAU Personnel Office, SAU Box 1288, Magnulia, AR 71753. A University representative will attend the national ALA meeting in San Antonio, Texas, January 25-28, 1992 to confer with individuals interested in learning more specifies about this administrative opportunity. Please contact the ALA Placement Services Center at the national ALA meeting for scheduling a visit.

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

DEAN OF INSTRUCTIONAL SERVICES

West Hills Community College District invites applications or nominations for the position of Dean of Instructional Services. The Dean of Instructional Services is the District's Chief Instructional Officer reporting to the Super-

This is a 12-month contract with a salary range of \$57,498-\$62,973. The District also offers a generous benefit package.

Application Deadline is MARCH 6, 1992

Please request 101 announcement, official application and procedures from:

West Hills Community College District Personnel Office 300 Cherry Lane Coalinga, CA 95210 (209) 935-0801, extension 324 Pax (209) 935-5655

APFIRMATIVE ACTION, EQUAL OPPORTUNITY, SECTION 504, TITLE IX EMPLOYER

cident research is expected. Other duties of business as well as the advaine of students of the development of an upper-vision luboratory course in experimental of the secondary level. Solary commensurate

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By FAX

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Rulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037



HUMBOLDT STATE University

Three Administrative Positions

DEAN OF RESEARCH AND GRADUATE STUDIES UNIVERSITY LIBRARIAN

DIRECTOR OF EXTENDED EDUCATION

THE UNIVERSITY

Humboldt State University, one of the oldest institutions in the 20-campus California State University, is to be found on the Pacific coast, 275 miles north of San Prancisco and adjacent to wilderness areas. The student body, numbering about 8,000, is largely residential and is drawn from other states and foreign countries as well as from throughout the state of California. HSU offers 44 undergraduate majors leading to the bachelor of arts or the bachelor of science, and 15 graduate majors including the Master of Arts, Master of Sciences, Master of Fine Arts and Master of Business Administration. The programs are administered in four colleges: Arts and Humanities, Behavioral and Social Sciences, Natural Resources and Science, and Professional Studies. During 1990-91 HSU faculty (450 FTEF) and staff received 121 awards totalling over \$4.7 million in grain and contracts. The library contains over 400,000 volumes and over a million other items and is served by 11 library faculty and 30 other staff. The campus is located in the city of Arcata and adjacent to the cities of Eureka and McKinleyville, which are situated around Humboldt Bay. The combined population of the Humboldt Bny area is approximately 65,000. Humboldt State University is committed to achieving the goals of equal opportunity and affirmative action and endeavors to employ faculty and staff of the highest quality reflecting the ethnic and cultural diversity of the State.

POSITIONS AND QUALIFICATIONS

Dean for Research and Graduate Studies

Dean for Research and Graduate Studies is a staff position reporting to the Vice President for Academic Alfairs; the occupant sits as a member of the Council of Deans and the Academic Resources Allocation Committee. The Dean is responsible for building and maintaining strong graduate programs and providing leadership and support for faculty and undergraduate and graduate students engaged in research and other duties assigned by the Vice President. Qualifications include eligibility for tenure as a faculty member, a record of teaching excellence, an earned doctorate, and recognized scholarly or creative activity as well as appropriate experience. A full description of the duties and qualifications is available on request from the Office for Academic Alfairs. Humboldt State University. Arcata, California 95321.

University Librarian

University Librarian

The University Librarian reports to the Vice President for Academic Affairs and provides direction and leadership to the Library and Media Services as the administrative head of the Library. The accupant is responsible for formulating and implementing library and media policies; planning, organizing and directing all library functions and integrating library and media services with academic programs. The occupant sits as a member of the Council of Deans and the Academic Resources Allacation Committee. The qualifications are possession of an ALA-accredited MLS or foreign equivalent and a record of achievement impropriate to a senior administrative appointment including evidence of leadership, creativity and organizational skills. A full description of the duties and qualifications for the position is available from the Office for Academic Affairs, Humboldt State University, Arcata, California 95521.

The Director of Extended Education

The Director of Extended Education reports to the Dean of Admissions and Records (who reports to the Vice President for Academic Affairs) and provides leadership for Humboldt State University's entire lixtended Education Program. The Director is responsible for the development and delivery of specialized programs for business and industry, professional development and personal enhancement, included in the director's responsibilities are the administration of the Summer Session program, needs assessment and program development to meet regional requests, marketing responsibility for such programs and the formulation of programs which provide an increased access to the educational resources of the University. Qualifications include a Master's degree and two to five years of direct experience including demonstrated success in personnel and fiscal management and experience in program development, market research and marketing, instructional design and content development, and program evaluation.

APPLICATION

The selection process will begin on February 15th and will continue until the positions are filled. Applications may be addressed to the Chair of the Search Committee for one or another of the positions, in cure of the Office for Academic Affairs.

HUMBOLDT STATE UNIVERSITY Arceta, California 95521 (707) 826-4192 Humboldt State is an Equal Opportunity, Affirmative Action Employer and invites applications from women and minorities.

with experience. Send a letter of applica-tion, résumé, academic transcripés, and thres letters of recommendation to R. H. Jeppeson, Chairman, Department of Phys-ics and Astronomy, University of Mon-tans, Missoula, Montana 59812. The search committee will start the evaluation process February 20, 1992 but applications will be accepted until the position is filled. UM is an Affirmative Action, Equal Opportunity

Physics/Astronomy: Professor. Available September 1992. Requires Moster's in Physics or Astronomy and a minimum of 24 semester hours coursework in the other discipline. First review of applications bestin March 2, 1992. Ability to work with linguistically/enturally diverse populations. Inquire: Personnel Office, P. O. Box 929, Yuma, Arizona 85366-0929 or 602-344-7504. AA/EOE.

Policy Analysis Harvard University. The John F. Kennedy School of Government seeks candidates for junior faculty positions who have had experience in research organization that address issues in the rubils sector. Applicants should have distinguished academic records including an activities of the property of the control of the contro

Political Science: Pending final budget approval in February, Linfield College tecks to fill tenure-track assistant professor position in comparative politics and political development for Fall, 1992. Quantitative skills and area specialty expected Courses to be taught include political development, area studies, methodology, and international relations. Ph. D. required for promotion and advancement to tenure; A.B.D. considered for instructor rank. Send letter of application, competer resume, three letters of recompendation (placement file acceptable), and official transcripts of all colpiese and university work to Dean Kenneth P. Goodrich, Linfeld College, McMinnylle, Oregon 97128. Screening begins February 20. AA/FOE.

vanced degree and expert knowledge of public sector problems. The School looks, for those whose research and teaching interests fall in policy analysis, general or specialized public menagement, or in a substantive policy field such as health, housing, environmental issues, education, social policy, or urban economic development. Send curriculum vitae, list of references, and examples of published or ulternances, and examples of published or ulternances.

cacca, and examples of published or uther professional work to Professor William Hosan. John P. Kennedy School of Government, Harvard University, 79 1FK Street, Cambridge, Massachuseits 02138. Harvard University is an Alliamative Action. Equal Opportunity Employer.

The Dean reports directly to the Provost and Vice President for Academic Affairs and is the chief academic and administrative officer of the College. The Dean has the responsibility to provide direction and leadership for the development and implementation of all programs in the College of Business; to encourage and support effective teaching; to promote scholarship and research within the College; to enhance the College's reputation for excellence; and to support professional development and intellectual growth of the faculty. A detailed job description and organizational chart are available upon request.

OUALIFICATIONS: An earned doctorate in one of the disciplines within the College of Business; evidence of administrative skills, including the capacity for short and long range planning, preferably in higher education; the capacity for academic leadership and to deal with divergent viewpoints; responsiveness to the needs of students, faculty and staff; the ability to be an articulate spokesperson for the College of Business within the academic and business communities; a record of teaching experience in higher education; and a record of research and scholarly activity.

THE UNIVERSITY: Shippensburg University, established In 1871, is a comprehensive public institution which offers baccalaureate and master's degrees programs in three colleges: Arts and Sciences, Business, and Education and Human Services. The student body numbers approximately 5,500 undergraduate and 1,000 graduate students. The university has a complement of more than 300 faculty members. Shippensburg is a community of 5,347 in the scenic Cumberland Valley of southcentral Pennsylvania, 40 miles southwest of Harrisburg and 90 miles northwest of Washington, D.C.

The College of Business has a strong commitment to academic excellence and has been accredited by the American Assembly of Collegiate Schools of Business since 1981. The College of Business has an enrollment of 1,400 undergraduate students and a faculty complement of 54 (91 percent with earned doctorates). The College is composed of five departments: Accounting: Business Education and Office Administration; Economics; Financial Administration, Management Science and Information Systems; and Management and Marketing. The College also houses the Frehn Center for Management, a center for management development and continuing education.

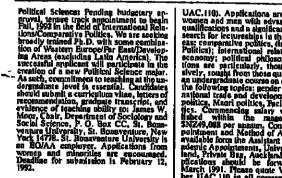
SALARY: Commensurate with qualifications and experience within the range of \$61,442 and \$92,165 with excellent fringe benefits. Starting date is approximately July 1, 1992.

APPLICATION: Applicants must submit a letter of application; a complete curriculum vitae; transcripts; and three letters of reference. All applications, inquiries and nominations will remain confidential. Applications, inquiries and nominations should be sent to Dr. Brendan Finucane, Chairperson, Search Committee for Dean, College of Business, Shippensburg University, Shippensburg, PA 17257. The committee is reviewing applications and will continue to do so until the position is filled.

Shippensburg University is an equal opportunity/ affirmative action employer and encourages women and racial minorities to apply.

Shippensburg University

State System of Higher Education



Political Science: Political Philosophy/
Companitive Politica. Applications are invited for a one-year, visiting position in nobitical bediesophy and/or comparative poliica, beginning in fall 1992. Rank open,
shough the Fh. D. should be in hand, or near
completion, by the start of the appointment. We are flexible as to appecialization
within political poli

UAC.110). Applications are invited from women and men with edvanced academic qualifications and a significant record of research for lectureships in the following press; comparative politics, fincheding Asian Politics); international relations; political economy; political philosophy. Applications are particularly, though not exchanged the property of the collowing topics; gender politics, international trade and development, Japanese politics, Macin politics, Raiffic Island polinational traje and development, Japanese politica, Maori politics, Pacific Island politics. Commencing salary will be established within the range SNZ37,440-SNZ49,083 per annuar, Conditions of Appolitation are available form the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications about the forwarded by IJ March 1991. Please quote Varancy Number UAC.110 in all correspondence. The University of Auckland, an Equal Opportunity Employer.

comparative rounts. Applications are invited for a one-year, visiting position in political philosophy and/or comparative politica, beginning in fall 1992. Rank open, though the Fin D. aboud he in hand, or near compression, by the start of the appointment. We are flexible as to specialization within political philosophy and/or comparative politics. Applications, for a tenure-tract, assistant professor position in community and select of applications, the letters of recommendation, and a letter of application, should be sent by March i to Professor Peter Steinberger, Department of Political Science, Reed College, Portland, Oragon 97202. AA/EOR.

Political Science in the university of Auckland, Now Zealand, Lactureninos, Department of Political Studies. (Vacancy and Science Institutions in China, Mexico, Costa Rica, and Russia. In

West Georgia College Dean of the School of Arts & Sciences

West Georgia College invites applications for the position of Dean, School of Arts and Sciences. The Dean is the chief academic officer of the School and reports to the Vice President. The Dean provides leadership for all depart-ments in the School of Arts and Sciences.

The School of Arts and Sciences, the largest of four schools which include Business, Education, and the Graduate School, has 175 faculty, 2,300 undergraduates and 200 graduate students.

Located in Carroliton, the College, a member of the University System of Georgia, has 7,500 students. Carroliton, population 20,000, is located 50 miles west of Atlanta. It is a pleasant community with good schools, recreational facilities, and a balance of industry, higher education, and retailing. Candidates for the position should have an earned doctorate in an arts and sciences discipline and demonstrate superior teaching, scholarship, research and administrative experience interpersonal skills to lead and successfully interact with the College and Carrollton communities are essential.

Salary is commensurate with qualifications. Starting date is August 1, 1992, or as soon thereafter as feasible. Candidates should send a résumé, official transcripts, a personal letter of interest indicating how their qualifications meet the needs of this position, and the names, addresses and phone numbers of three references to:

Professor Lewis Larson, Chair Arts and Sciences Dean Search Committee Post Office Box 10033 West Georgia College Carroliton, Georgia 301 18 Phone 404-836-6455

Review of applications will begin February 1, 1992. The position will remain open until a suitable candidate is found. WGC is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply. Georgia is an open records state.

Macalester College

ASSOCIATE/ASSISTANT **DEAN OF STUDENTS**

rounded in 1874, Macalester is a private, highly selective residential coeducational institution located in the Twin Cities of Minneapole and St. Paul, Minneapole The College emphasizes quality teaching, research-based acholership, internationalism, multiculturalism, and service to others. Macatester's diverse student body of 1740 is comprised of 9% international atudents representing 85 different countries and 10% U.S. minority students.

This challenging and interesting position will serve as ohief student judicial offi-car, advise student groups, promote student governance, coordinate faculty in-volvement in student organizations, edit student publications; and stellat in the design and administration of student orientation and convocation.

Position requires college degree, prefer advanced degree and three to tive years of professional progressive experience in the design and delivery of services.

Position requires college degree, prater advanced degree and three to five years of professional progressive experience in the design and delivery of services, professional progressive experience in the design and delivery of services, profession in an educational setting. Candidate should have a record of programmatio innovation and institutional problem solving and be familiar with higher advanced in the carrier state and issues. Competitive salary and benefits.

nterested applicants please send a letter of application and résumé to: Duane Elvin, Personnel Department

MACALESTER COLLEGE

1600 Grand Avenue, St. Paul, MN 55105 Priority will be given to résumés received by January 31, 1992. An Equat Opportunity. Affirmative Action Employer.

addition, the university meintains facilities in Washington, D.C. and New York City. Successful applicants are expected to exhibit quality exacting and have a commitment to schodarly activities. Candidates should have their Ph.D. in hand or nearly so. Salary is competitive and dependent on qualifications and experience. Sand letter of application, curriculum vitae, and names and addresses of three references to: Joet A. Thompson, Chairperson, Department of Political Science (Crimical Justice, Appalachian State University, Boone, North Cardina State Universit

addition, the university maintains facilities in Washington, D.C. and New York City. Successful applicants are expected to exhibit quality teaching and have a committent to scholarly activities. Candidates should have their Ph.D. in hand or nearly so. Salary is competitive and dependent on qualifications and experience. Send tetter of application, curriculum vitas, and names and addresses of three references to Joel A. Thompson, Chairperaon, Department of Political Sciences, Continual Instites, Appalaction State University, Boone, North Carolina 2868 by March i, 1992, Appalaction is an EO/AA employer. Applications from women and minorities are especially secondary responsibility for planning, information panagement background information resource management, and capital resource. Skill in computer applications and experience. Skill in computer applications and experience. Skill in computer applications and knowledge of financial resource preferred in the nagement for the College's 45 scade



Lists of the latest books of interest to Academescholarly books and books about higher education ---

every week in The Chronicle.

DEAN GRADUATE SCHOOL **Baylor University**

Buylor University, located in Watto, Texas, invites applications and nominations for the position of Deut of the Graduate School, available June 1, 1992.

Graduate work is offered in the Callege of Arts and Sciences, the School of Education, the Hankamer School of Husiness, and the School of Music, all at Waco; in the College of Dentistry at Dellas; the Bayler Research Institute at Waco in conjunction with the Bayler University Medical Conter of Dallas; the Bayler University School of Nursing at Dellas; and the U.S. Army Academy of Health Sciences at San Anionia. On the main compute in Waco, the Master of Aris is offered in 19 programs, the Master of Science in 10 programs, professional degrees in 15 departments and schools, including D.E.L., and D.Psy., and the PhD degree in 7 departments. The College of Dentistry in Dallas offers the M.S. in 6 programs; and two professional master's degrees are offered at the Academy of Houlth Sciences, Sun Antonio.

Approximately 1200 graduate students were enrolled in verious programs in the fall somester, 1991. Candidates for the Dean, Graduate School, should have a declard degree, a distinctive record of teaching and research, extensive administrative experience, and possess excellent leadership skills. The Dean of the Graduate School is expected to:

- Provide leadership for university graduate and research progrem;
 Provide leadership for university graduate and research progrem;
 Encourage research among the faculty;
 Maintein high standards of scholarship for graduate programs;
 Provide vigorous support for the graduate program to the faculty, administration, and the public;
 Promote collegial relationships between the graduate faculty, the different university departments and schools, and the Graduate School;
- Actively seek external funding for research programs and needed
- equipment;

 Oversee operation of the Graduate School and assemble and submit annual budget to the administration; and

 Work closely with the Vice President for Academic Affairs, to whom

Baylor University is affiliated with the Baptist General Conventes of Texas. It is an equal opportunity, affirmative action employer. Minorities and women are encouraged to apply.

Nominations and applications (including vita, a letter of interest and names, addresses, and tologhous numbers of three references) should be abmitted no later than Fabruary 15, 1992, to:

Dr. Harold Bouver Chair, Graduato Dean Search Committee Baylor University P. C. Rox 17354 Waco, Toxas 70798-7354

Rollins College

Winter Park, Florida

DEAN OF THE CHAPEL CHAPLAIN OF THE COLLEGE

Rollins College invites applications and nominations for the position of Dean of the Chapel and Chaplain of the College.

The Dean/Chaplain is responsible for fostering and guiding the spiritual life of the College community, for directing the interfaith campus ministry and religious programs, and for administering the regular services and programs of the Knowles

n addition to qualities of religious, intellectual, and more leadership, candidates should possess the abilities to preach and lead worship in and provide pastoral counseling for a religiously diverse college community, and to promote the Chapel and its programs. The candidate should possess strong academic credentials as well as demonstrated experience relevant to campus life and chaplaincy.

Rollins College, Florida's oldest college, is an independent nonsectarian, coeducational institution located in Winter Park minutes from Orlando, Florida. The Chapel, constructed i Mediterranean style in 1931-32, was the favorite building of noted architect Ralph Adams Cram, its designer.

Rollins College is strongly committed to cultural pluralisman encourages applications from women and minorities

Nominations should be sent to: Professor Jack C. Lane, Chair, Dean of the Chapel Search Committee, Rollins College, 1000 Holt Avenue - 2738, Winter Park, Florida 32789.



Psychology: General-Experimental Psychology: The Psychology Department at Saint Anselm College seeks applications for a full time, non-tenure track position in General-Experimental Psychology for the Fall of 1992. The successful candidate will support this Catholic College's mission statement with its emphasis on quality teaching complemented by active research interests. Ph.D. preferred, ABD will be considered. Deadline for applications is April I. Forward resumés and three letters of reference to: Paul E. Finn, Ph.D., Chairperson, Psychology Department, Saint Adselm College, 87 Saint Auselm Drive, Manchester, New Hampshire 03102-1310.

Prychology: Cognitive Development: The Department of Psychology at the University seeks to grahe a tenured appointment at either the full or associate protessor lent in the field of cognitive development. Aprilications from outstanding candidate is all areas of specialization are welcome. The candidates should have an internalization rutation in his or her area of specialization who can contribute effectively upon the university whom the university and undergranduate and graduate teaching programs of the university. Yale University is an equal opportunity, affirmative gradual opportunity groups are gradual opportunity groups are gradual opportunity groups are gradual opportunity groups are gradual opportunity gradual study and letter of applications, from the composition of the gradual opportunity gradual opportunity opportunit

BULLETIN BOARD: Positions available

INIVERSITY OF WYOMING DEAN **COLLEGE OF BUSINESS**

The University of Wyoming invites nominations and applications for he resiston of dean of the College of Business.

the position of dean of the College of Business.

The Position. The dean reports to the provost and is responsible for managing, promoting, and developing educational, research, public service, external affairs, and fund-raising programs of the College of Business. External emphases of the position are increasing the level of external funding, dealing with diverse constituencies, delivery of off-campus programs, and retaining AACSB accreditation. Internal emphases include implementing the recently completed college mission statement, providing leadership in the teaching, research, and service domains of the college, and working effectively with the university's central administration.

administration.

The College. The college consists of three departments: accounting, commics and finance, and management and marketing. The college offers an MBA, M.S. degrees in economics and finance, and the Ph.D. degree in economics. The college holds AACSB accreditation for its business programs at the bachelor's and master's level. Fitty-nine faculty positions serve approximately 1,200 majors in both our and off-campus programs. A Business Advisory Council, composed of pruniment business persons in the region, promotes and advises the college.

The University. The University of Wyoming is a land-grant Research II University. The university offers over 100 bachelor's, 70 master's, and 40 doctorate degrees. Over 10,000 students attend the main campus in Laramle, and additional students take course work across the state. The university is the only four-year, degree-granting institution of Wyoning.

university is the only four-year, degree-granting institution of Wyoming.

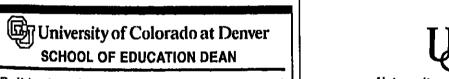
The Area. Laramie, Wyoming is incated on a high plain between two mountain ranges 130 miles north of Denver. The community offers excelent public schools. a very low crime rate, over 300 days of sunshine annually, and abundant year-round outdoor recreation opportunities.

Qualifications. Candidates must have a record of scholarly achievement worthy of the rank of professor in one of the departments in the college. While a doctorate is preferred, consideration will be given to other candidates who have a strong record of achievement in business or other candidates who have a strong record of achievement in business or government and significant experience with academic organizations. Evidence of communication, leadership, and collegial management skills is sesontial. The proven ability to develop and maintain open and effective working relationships with a variety of our and off-campus groups is necessary. Experience in university administration or a high-level managerial position is required. Evidence of the ability to do external fundrising is also required. Cambidates must be sensitive to cultural diversity, equal opportunity, and affirmative action.

Application/Nomination. Applications must be received by March 1, 1992. However, the search will continue until an acceptable candidate is selected.

Applications should include a cover letter and a vita. Applicants should have letters sent from tour professional references. All materials should be addressed to Ken Griffin, Chair, College of Business Dean's Search Committee, P. O. Box 3302, University of Wyoming, Laramle, WY 82071; (tax: (307) 766-2606).

The University of Wyoming is an equal opportunity, affirmative action employer. We encourage applications from women and members of minodity groups.



The University of Colorado at Denver invites applications and nominations for the position of Dean of the School of Education to assume duties. I July 1992. The applicant must have an earned doctorate in education or related field, and be eligible for appointmen as a tenured professor.

The preferred candidate should have dernoustrated:

- effective leadership for strategic development of its urban school of
- the capacity to communicate and work well with ethnic, linguistic and other minorities: significant experience with and communent to academic processes
- and values;

 an understanding of the roles of research and teaching in the
- university setting; and success in developing relations with public and private schools, community, industry, and funding agencies.

The University of Colorado at Denver is located on a beautiful urban campus and was recently ranked academically as one of the best regional universities in the West. The School of Education comprises 50 faculty organized into five divisions. The School offers graduate work to more than 2,000 students annually in certification, MA, EdS, and PhD programs.

Consideration of completed applications will begin on 1 March 1992 and continue until the position is filled. For a detailed position description and application procedures, applicants and nominators should contact the Chair, Dean's Search Committee, University o Colorado at Denver, Campus Box 106, P.O. Box 173364, Denver, CO 80217-3364, (303) 556-2717.

The University of Colorado at Denver is strongly committed to anhancing the diversity of its faculty and staff and invries and encourages nominations of and applications from women and members of ethnic minority groups

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Chair, Department of Psychology, Univer-nity of Muniana, Missoula, Montaga 59812: telephone 697231-4521, Review of applica-tions and the selection process will beain March 30, but applications will be accepted until the position is filled. The University of Montana is situated to a community of 70 000 located in a scenic Rocky Mountain valley. Noted for its high quality of life, Missoula offers a variety of caltiral, recre-sitional, and outdoor opportunities. The University of Montana is Equal Uppor-tunity, Affirmative Action Exployer, Mi-northes and women are urged to apply.

Psychology: Districtive undergraduate the eral artisenvisuomental college with 750 students seeks supertant professor for ten-ture linek position beginning September 1, 1952, Ph.D. in historials or developmen-tal psychology. Excelled teaching and



Scattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

ASSISTANT/ASSOCIATE DEAN SCHOOL OF EDUCATION

(Tenure Track Available)

Scattle University, a lesuit institution founded in 1801, is the largest independent university in the Northwest with an enrollment of 4,778 students. The School of Education is one of six Schools/Colleges within the University. The School consists of five departments: Teacher Education, Administration and Adult Education. Educational Leadership (ductoral programs). Counselor Preparation, and Curriculum and instruction and the unit enrolls approximately 800 simients pursuing graduate degrees and/or certification programs for teachers, counselors, school psychologists, principals, superintendents, administrators, and adult educators.

The Assistant/Associate Dean will have primary responsibility for: academic and student support, student records coordination, program marketing and publications, scheduling and facilities management, and essisting the faculty in complying with University, state and accordination standards.

The Assistant/Associate Dean works closely with the Dean and assists in representing the School to the external professional community and state agencies, in formulating strategic plans for the future, and in developing summer and off-campus programs.

nervisory responsibilities include support and professional staff and albei oversight of one of the School's graduate program areas. possible oversight of one of the School's graduate program areas.

Qualifications: An embed declorate in Education or closely related field. Successful university teaching experience: successful leadership experience as faculty member, program coordinatur/chair or assistant duan; excellent oral and written communication skills and interpersonal skills; domonstrated ability to work as a part of the School of Education leadership team with Doan and Department Chairs; demonstrated commitment to both public and independent education and a value system compatible with Seattle University's Cathelic and Joseff herefund.

Salury is competitive and commensurate with experience and qualifica-tions. Latters of application postmarked by February 10, 1982, will receive full consideration. To apply, send letter of application, vita, and minus, addresses and telephone numbers of three current references to: Margaret M. Hinggerty, Deen, School of Education, Seattle University, Soutile, Washington 98122.

Seattle University is an equal opportunity, affirmative action employer.



ASSOCIATE DEAN

Philip Y. Hahn School of Nursing. University of San Diego. Applications and nominations are invited for this tenure-track position with academic rank. Position available July 1, 1992. The Associate Dean reports to the Dean of the School of Nursing and is responsible for academic and student affairs. The School of Nursing offers the RN to BSN, Accelerated RN to MSN, MSN, MSN-MBA and the DNSc programs. Qualifications include earned doctorate in nursing or related field, master's degree in nursing, academic administrative experience, demonstrated scholarly productivity, and graduate level teaching experience preferred. Submit letter of application, curriculum vitae and names of three references to: Janet A. Rodgers, Ph.D., FAAN, Dean, Philip Y. Hahn, School of Nursing, University of San Diego, Alcala Park, San Diego, California 92110. Application deadline February 15, 1992 or until position is filled. EOE. Applications and nominations are invited for this tenure-track

ence to DCT Personnel Committee Chair, capabilites expected. Courses include senteral psychology. Instary and systems, physiological psychology, and others leading to the major. Submit letter of application, comprehensive resigne, three letters of reference written specifically for this position, evidence of teaching excellence, and a brief writing sample by February 20, 70,000 located in a scenic Rocky Mousaign

Psychology: Clinical Psychologist (Ph.D.)
Director of Clinical Training. The University of Munisma Department of Psychology is opening a search for Director of Clinical Training for our AFA approved dectoral program in Clinical Psychology. The suppointment will be at the Astociate level or above, to begin Fall 1992. We are looking for an individual with good leadership shills and a democratic administrative style. Dutes will also include teaching undergraduate and graduate courses in psychology, conducting research, supervision of doctoral and MA research. We are particularly interested in an experienced administration who is sessoned scientist-practilioner with a breadth and depth of interests as well as evidence of a rigorous research program. Possible greas of research and clinical interest might include four are not limited too; 1) child, adolescent, and fundy psychology, increased might include four are not limited too; 1) child, adolescent, and fundy psychology, increased applicants should submit vita, statement of careet objectives, and three letters of reference

Psychology: Experimental Psychologist—
Ohio Westevan University. The Department of Psychology invites applications for a tenure-track position in Experimental Psychology/Learning and Motivation involving the teaching of undergraduate courses in experimental psychology including Research Methods, Learning and Motivation, and the Derartment is introductory psychology course. Other teaching responsibilities may include courses in quantitative methods, the history of psychology, psychopharmacology, animal behavior, memory or other courses in the candidate's apposituation area. A Ph.D. in experimental psychology is required; postdoctoral research experience and ovidence of teaching experies are preferred, involving undergraduates in applicant's inhoratory research is important. Candidates should



DEAN OF COLLEGE OF ENGINEERING **UNIVERSITY OF**

DELAWARE

The University of Delaware invites applications and nominations for the position of Dean of the College of Engineering. The University is a state-assisted, land-grant, sea-grant research University with more than 20,000 students and 860 faculty members. The University's central mission is the promotaculty members. The University's central mission is the promotion of academic excellence in an environment of equal opportunity. Located in Newark, a pleasant college fown of 26,000
inhabitants, the mein campus is conveniently situated 15 miles
from Wilmington and halfway between New York City and
Washington, DC. The College of Engineering contains four
academic departments: Chemical Engineering, Civil
Engineering, Electrical Engineering, and Mechanical
Engineering as well as the following programs/units: Air Force
ROTC, Center for Composite Materials, Center for Catalytic
Science and Technology, Center for Applied Coastal Research,
Delaware Transportation Center, Orthopedics and Biomechanical Engineering Center, and an interdepartmental
Materials Science Program. There are 73 faculty members in
the College; the graduate student population is 364 and the the College; the graduate student population is 364 and the undergraduate student body numbers 977. There are major research efforts throughout the College, which were funded at a level of about \$10.7 million in 1990-91. The Dean is responsia level of about \$10.7 million in 1990-91. The Dearn is responsible for the academic and administrative leadership of the
College and represents the College inside and outside the
University. The Dean is charged with providing the vision and
strategic planning necessary to develop and enhance the quality of the College's undergraduate, graduate and research programs and to manage creatively the resources of a comptex
and dynamic academic unit. The Dean reports directly to the
Provost of the University. The candidate must meet the requirements for appointment at the rank of professor in one of the ments for appointment at the rank of professor in one of the departments in the College. Qualifications include an earned doctoral degree, a distinguished scholarly record, and the ability to lead the College in its academic responsibility as part of a nationally and internationally recognized research and teaching University. Candidates should also be prominent in engineering and estimation activities. and scientific activities. Compensation is comp Applications should include a letter of interest, curriculum vitae, and names of references. The closing date is March 16, 1992. Applications and nominations should be submitted to Kenneth R. Blederman, Dean, College of Business and Economics, Chair, Search Committee, 228 Purnell Hall, University of Delaware, Newark, DE 19716.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.



Dean of Students

The Dean is responsible for a full range of programs and services that are available for traditional and non-traditional students. The Dean is a sensor administrator reporting to the Vice President for Enrollment and Student Affairs.

Trinity College of Vermont is a small, four-year liberal arts college established in the Catholic tradition with a total corollment of 1,400 student. The traditional program is open to women, the non-traditional program is co-

Candidates should have an advanced degree and successful experience in positions in student affairs administration which provide supervisory experience as well as direct student contact. Review of candidates will start in February with a July I starting date. Applicants should forward a letter of interest, resume and the names, addresses and phone numbers of four

Director of Personnel Trinity College of Vermont 208 Colchester Avenue Burlington, VT 05401

AA/EOS

Pychology: Chairperson Department of Prychology. Southeast Missouri State University Invites applications for a full-lime position of Faculty and Chairperson of the Department of Psychology, which has a dynamic faculty of 14 full-lime teachery scholars and nearly 100 undergraduate majors. Tenure Irack Receive suppointment as Associate or Full Professor; six hours per semester teaching load; competitive salary and benefits. The Chairperson's term is initially for three years and senswable, with a sipond for administrative duties during the scademic year and summer and additional summer compensation. Requirements in

clude a Ph.D. in Psychology; departmental administrative experience: effective student advising; excellent college teaching; extensive record of professional activity and on-golds research; strong leadership ability. The area of specialization is open, though the preferred primary teaching area is experimental psychology. Stills in grant development desirable. Possiblo begins not later than August 1, 1992, perhaps as early as July 1, Southeast is a regional, multi-purpose university of more than 8,000 students in a wide variety of programs in five colleges. Cape Girardeau is a community of 35,000 on the Missh sippi River between St. Louis and Menaphi. Women and minorities are encouraged to apply. Send application letter, résumé, three letters of reference, and supporting documents by March 16, 1992 to Dr. Fred Sinder, Chair—Psychology charperson Search Committee. Building—Room 200. Southeast Missouries State University, Cape Giardeau, Missouries July 1499. An Equal Opportunity, M-F, Affirmative Action Employer.

Azusa Pacific University

Azusa Pacific University invites nominations and applications for the

position of Dean of Students. The Dean reports to the Vice President for Student Life.

Responsibilities: The clean provides vision and leadership to achieve goals of the Office of Student Life. Specific areas of responsibility include: residence life, campus ministries, student activities/

orientation, personal and career counseling, campus safety, and

Qualifications: A maturing and contagious Christian faith; an eamed doctorate; five to seven years of significant administrative and supervisorial experience in student alfairs/higher education; expensions.

ence with budget development and management; demonstrated ability to integrate curricular and co-curricular programming demonstrated commitment to staff development; and evidence of excelent

Application process: Applications should include a résumé, leuer of application, and names, addresses, and telephone numbers of three references. Please note if you are planning to attend the ACPA

or NASPA convention. The expected appointment date is July 1, 1992.

Applications should be received by March 2, 1991. The university reserves the right to extend the deadline as circumstances warms

Azusa Pacific University is a distinctively Christian, coeducatoral

liberal arts university, accredited by the Western Association of Schools and Colleges, It offers educational opportunities for baccalan

reate and master's degrees. As a Christian institution, APU affirms the supremacy of Christ in all areas of life and expects faculty to model

Christian values in their professional and non-professional activities

Azusa Pacific University does not discriminate on the basis of sex

race, age, disability, national or ethnic origin, or status as a viewn in its programs, pole ies, or procedures. Minorities and women are

Dean

College of Arts and Sciences

Cleveland State University is seeking a creative teacher/schol:

o lead the largest academic unit at the center of a comprehen

diverse expression; • a record of intellectual accomplishment worthy of tenure within

the college at the rank of Professor;
demonstrable capacity to load a complex organization;
a clear vision of the role of a university in an urban setting;
evidence of outseach to a multicultural and diverse community

a commitment to recruitment, retention, and develops

Minority and women candidates are urged to apply.

The College of Arts and Sciences has approximately 6200 mejors and over 400 full and part time faculty in 23 departments and 46 degree granting programs at the baccalaureate, masters and doctoral levels with a budget of \$25 million.

Cleveland State University is a large urban university serving Northeastern Ohio and enrolling approximately 19,000 students in six undergraduate academic colleges (Arts and Sciences, Business, Education, Engineering, Law and Urban Alfairs) and the Graduate College.

Cleveland is a renaissance city in a metropolitan area of 2.5 million people. It is blessed with a world-class symptomy orchestra, fine museums, the third largest public library in the country and recreational opportunities alforded by Lake Erie and an extensive metropark system, all within the context of a stimulating ethnic and racial balance.

Applications and nominations will be reviewed immediate

alely but accepted up until the deadline of March 1992. Canddates abould submit a letter of interest, resume, and the

to: Dr. Berbara Green, Search Committee Chair, cio Office of the Provost, Cleveland State University, Cleveland, Ohio

___ CSU Cleveland State

and its institutions;

diverse university community;

a sense of perspective and humor.

sive university. The successful candidate must have:

a passion for the world of ideas and an openness to their

Cleveland State University

Compensation: Competitive with like institutions.

Alice Moy Fong, Chair Search Committee for Dean of Students Azusa Pacific University 901 E. Alosta Ave., P.O. Box APU

Azusa CA 91702-7000

DEAN OF STUDENTS



DEAN OF TRANSLATION AND INTERPRETATION

Applications and nominations are invited for the position of Dean of Translation and interpretation (T&I) at the Monterey institute of international Studies. The position will be available August 1, 1992, but the starting date can be adjusted to meet the requirements of the successful candidate.

The T&I Division of the Monterey Institute has pioneered in the field of professional translation and interpretation in the United States. Students follow a rigorous program consistent with the academic standards expected by CIUTI (of which the with the academic standards expected by ClUTi (of which the institute is a member), American Translators Association (ATA) and Association Internationale des Interpréte de Conference (AlIC). While all students in the program must offer English as a working language, they are registered in one or more of the following programs: Chinese, French, German, Japanese, Russian and Spanish. Near native fluency in the languages of study are required at admission. About helf of the 100 students in the program are from the United States.

The T&i Program is one of five international career tracks offered at the Monterey Institute, an independent graduate institution currently enrolling about 650 students.

Responsibilities: The Dean of Translation and Interpretation is one of four divisional deans who report to the Academic Dean. The dean is responsible for implementing program requirements and provides leadership for a faculty of 17 regular members; augments that faculty with visiting and adjunct faculty; maintains contacts with the international community of translators and interpreters and with other schools with programs in these fields; coordinates the curriculum and encourages curriculum development; encourages academic re-search and innovative contributions to the field; maintains high academic and professional standards; and teaches courses in the program.

Qualifications: Candidates for this position must be highly respected professionals in either translation or interpretation with experience in academic administration and in teaching T&I. Professional competence in at least two of the languages of instruction is required. An earned doctorate is preferred.

Application: The search committee will begin screening candidates on February 15, 1992. Nominations and applications are encouraged prior to that date. Applications received first will receive priority consideration by the search committee. To apply, please submit a letter of application, a current resume, and the names, addresses and telephone numbers of at least three references to:

Search Committee, Dean of Translation and interpretation Monterey institute of International Studies 425 Van Buren Street, Monterey, CA 93940

The Monterey institute is an equal opportunity educator and employer and specifically invites and strongly encourages applications from women, minorities, Vietnam-era veterans, and individuals with disabilities.

MONTEREY INSTITUTE of INTERNATIONAL STUDIES



Calvin College

Calvin College invites applications for the position of Dean of Student Development. The basic function of the position is to ensure that the student development goals of the Student Affairs Division at Calvin College are fostered through all matters relating to new student crientation, student leadership development programs, and student ervices and policies. Anticipated start date: July 1, 1992. Send application, including resume and three references, by February 28, 1992 to:

Ms. Connie Bellows Director of Human Resources Calvin College Grand Rapids, MI 49546 (616) 957-6495

Calvin College is an equal opportunity, affirmative action employer and invites and encourages applications from women and minorities.

الاستراج الشفيان فالبرود التوازي إلى تقريبها والمشاهد ويجابران وبجرون فالأحجاز الأراف والمرواي Psychology: Pacific University invites applications for a full sime, tempre track appointment in clinical/abnormal psychology at the assistant professor level, beginning August 1992. Teaching duties include introduciory rasychology, upper division courses in abnormal psychology, clinical and counseling, and physiological raychology, in addition to normal teaching and edvisias, the new faculty member may be responsible for supervising some sentor research projects. There is also a possibility the relected candidate will undertake some teaching in the Gradunts School of Professional Psychology. Ph.D. required. The successful applicant must have a strong commitment to undergraduate teaching at a selective private liberal arts university. Please send letters of application, vitae and/or placement file, and three letters of

Psychology: Experimental Psychologis. Tenure-moks. Assistant/Associate Professor position starts August 15, 1992. Teach 12 hours per semester including experimental course with lab, introductory naychology, and may include other courses such as motivation and/or physiological. Ps.D. required. Sead vils. three letters of recommendation, and transcripts (copies acceptable) to Dr. Steven J. Hagststoom, Chair, Experimental Psychology Search Committee, Departmental Psychology Search Committee (Departmental Psychology Search Committee).



DEAN **COLLEGE OF NURSING**

Detroit, Michigan

Wayne State University invites applications and nominations for the position of Dean of the College of Nursing. The Dean is the chief academic and administrative officer of the College and reports directly to the Provost who serves as chief academic officer of the University.

alifications: . Earned doctorate

Lerned doctorate
 Demonstrated excellence in teaching
 Administrative experience
 Evidence of research productivity
 Recognized leadership in nursing education
 Commitment to affirmative action

Responsibilities:
The Dean is to provide leadership for a college dedicated to excellence in teaching, research, scholarship and community service at the undergraduate and graduate levels. The Dean works closely with executives in nursing and other health disciplines throughout the metropolitan area.

College:
The College of Nursing has a long history of academic leadership in nursing education. The College currently has 61 full-time and 17 part-time faculty. Over 1,000 students are enrolled in the College's B.S.N., M.S.N., and Ph.D. programs.

Appointment: Salary is compelitive and dependent upon qualifications and experi-ence of the selected candidate. For best consideration, applications should be received by March 31, 1992. All candidates should send a letter of application, a curriculum vitae and the names and addresses of three references to:

Marie Draper-Dykes
Associate Provost for Academic Programs
Office of the Provost 4092 Faculty Administration Building Wayne State University Detroit, MI 48202

WAYNE STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

THE COLLEGE OF WILLIAM AND MARY



Associate Dean for Development and Alumni Affairs Marshall-Wythe School of Law

The Marshall-Wythe School of Law at the College of William and Mary Invites applications for the position of Associate Dean for Development and Alumni Affairs. The Associate Dean is responsible for directing a comprehensive development program design to enhance understanding and support of the School from its constituencies. The Associate Dean reports directly to the Dean of the Marshall-Wythe School of Law and has a reporting relationship to the Director of Development at the College of William and Mary.

The successful applicant must have an understanding of and commitment to legal education and possess proven organizational, interpersonal, supervisory, and communication skills. Appropriate educational and fund-raising background including capital campaign experience and knowledge of alumni affairs preferred.

Letter of application, résumé, salary history, and names and telephone numbers of three references to Dennis Ston, Director of Development, The College of William and Mary, Williamsburg, VA 23187-8795. Review of applications will begin on February 3 and will continue until the position is filled.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer. Applications from women and minorities are encouraged.

University of Wisconsin-Plattaville. Analytant Professor, temper user clearly and professor, temper user position beginning August 23, 1992. Praferred qualifications: Th.D./PsyD in Psychology, clinicaly child complasts, edible for licensure in Wisconsin. Milamum: ABD in Clinical responsibilities include critical responsibilities: 12 credital responsibilities: 12 credital responsibilities: 12 credital responsibilities: 12 credital responsibilities and responsibilities and responsibilities and responsibilities include critical responsibilities and responsibilities include critical responsibilities and responsibilities

Fsychology/Cousseling: The University of Georgia. Pell-time position for staff pay-obologist (or professional counselor with Ph.D. and experience in closely allied field) available interediately. Ph.D. or Psy.D. from APA-approved (or equivalent) pro-

Psychology/Counseling: Clinical or Counseling Psychologist. The Department of Psychology at Cleveland State University has a second opening for a tenure-track position at the Assistant or Associate Professor level starting Fall 1992. The successful candidate should have a Ft. D. in clinical or counseling psychology and be licensed or license-oligible to Ohio. Desirable appelaities include child clinical and/or multicui-

hural applications of clinical psychology, treatment with minority populations, or therapy with underserved arran populations. Responsibilities include undergraduate and graduate teaching, clinical supervision in the MA level clinical stroumseling program, and continuing research in the applicant's area of interest. The successful candidate will be expected to actively perticipate in program development for both the current clinical/counseling MA and a supposed clinical Psy. D. CSU's modern 70 acto campus is located near downtown Clystand and altracts 19,000 students from the city and its surrounding subories.

BULLETIN BOARD: Positions available

Dean of the **School of Education**

endgewater State College seeks applications and nominations for the position of founding Dean of the newly formed School of Education Reporting to the Dean are the departments of Elementary and Early Childrood Education, High School, Middle School and Adult Education, Movement Arts, Health Promotion, and Loisure Studies. Special Education and the Burnell Campus School. The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership the Vice President for Academic Affairs, will play a critical leader-ship note in developing and assessing the educational curriculum. hiring facility budgeting, and program planning the Dean will also have significant coordinating functions with the College's new \$10 million Center for Technological Applications. The Center is dedicated to improving it 2 and collegate teaching, especially in numbriantics and science, through the applications of computing and communications technologies.

The successful candidate should have a terminal degree (Ed D or Ph D) ing and the disciplines of the school, a strong, sustained incord of research and publication on K-12 issues, a strong record of activity research and politicated professional organizations, extensive ex-perence as a faculty member in an educational department, a record perionce as a faculty member in an educational department, a record has indicates increasing levels of administrative responsibility appropriate to a school Dean, familiarity with recent trends in K-12 curriculum development and governance, and extensive experience with the requements of NCAE reaffirmation of accreditation. The successful candidate will exhibit such personal qualities as integrity, good judgment, creativity and a sense of humor that will allow him/her to work collegisty with a winder range of constituencies including other administrators, faculty, school distinct personnel, and students. A strong commitment to collaborative partnerships with school districts and a stong bulerest in developing and lesting models for integrating the Col-lege and its laboratory school with the needs of the region's school

Bridgewater State College is ideally situated in a small New England graggware state College is Goodly Studied in a Strain were Englash community close to Boston and Cape Cool. The College has a 150-year vadgon in educating teachers. Approximately 38 percent of all current studins (undergraduate and graduate) are majoring in education related programs. The College offers Bachelor's and Master's degrees in a varie-by of aducational discipanes, as well as the Corinficate of Advanced Graduate Study.

SALARY: Competitive DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continu ng, but not prior to March 1, 1992 (Letter of application, chiriculum wia and names, addresses and telephone numbers of three references should be submitted for a complete file)

ADDRESS ALL INQUIRIES TO: Professor Judith Lieckers, Champerson of the Search Committee too Office of Human Resources, Bridgewater State College, Bridgewater, MA 02325













Winona State University

DEAN OF THE COLLEGE OF LIBERAL ARTS

Winona State University invites applications and nominations for the position of Dean of the College of Liberal Arts. The Dean is responsible to the Vice President for Academic Affairs, requires strong leadership abilities, along with the ability to manage the fiscal affairs of the college and to work with the faculty organization within a collective bargaining context. The Dean supervises the departments of Art, Communication Studies, English, Foreign Languages, History/Paralegal, Mass Communication, Music, Philosophy, Political Science, Psychology, Sociology/Social Work, and Theatre and Dance. In addition to graduate programs in English and History, there are interdisciplinary programs in Public Administration and Social Science Supervision is exercised over approximately 100 faculty.

Winona State. A member of the Minnacola State University System. Is a

Winona State, a member of the Minnesota State University System, is a comprehensive regional institution Enrollment is about 7,600 full- and partime students. The University is situated in the beautiful Mississippi River community of Winona (population 30,000). The Rochester Center campus is located in Rochester, MN, home of the Mayo Cirilc and BM.

The expression and state of the Mayo Cirilc and BM.

The successful candidate must have an earned octorate from an accredited graduals institution in one of the dusciplines represented in the college, at least the years of successful experience in higher education, including both teaching and administration, demonstrated managerial skulls in dealing with budgets and business procedures, affirmative action practices and personnel (preferably in a system with faculty collective bargaining), a record of research and publication and other scholarly achievements; an ability to work cooperatively with faculty and within other academic, administrative, and student affairs administrators and familianity with outcome indicators.

alary range is competitive, depending on qualifications and experience Open until filled. Nominations must be postmarked by February 1, 1992 Screening of applications will begin February 21, 1992

Latter of Interest, résumé, and three letters of reference should be sent to DEANOF LIBERAL ARTS Search, Affirmative Action Office, P. O. Box 5838, Wasons, MN 55987-5838.

Winona State University is an Equal Opportunity. Affirmative Action Employer Women, minorities and disabled individuals are strongly encouraged to apply

ciid Avenue at Bast 24 Street, Cleveland, Okio 44113, For further inflyrmation please counci the Chimman, Dr. Steven Stare, at 18-667-3544. Application review will begin february 1, 1992. Cleveland State Univer-tally in an Affirmativa Action, Equal Oppor-lanty Employer. Prehology / Sociology / Courseling: Chair.
Descripted of Psychology/Sociology/
Connelling. The College of Education is

seeking nominations and applications for the position of Chair, Benarinent of Pay-chology/Socuology/Councilms, duties be-gin August, 1992. The area of specialization is open: rank and salary will be commensu-rate with qualifications. Minimal Qualifica-tions, a Fn. D. in paychology, accology, or related field; eligibility for rank of associate or full professor; evidence of successful teaching in higher education; and a demon-strated commitment to scholarly endeav-

Binghamton STATE UNIVERSITY OF NEW YORK

Invites Applications and Nominations for the Position of

DEAN OF THE SCHOOL OF MANAGEMENT

THE UNIVERSITY AT BINGHAMTON is one of four doctoral-granting research-based University Conters in the 64-campus State University system. Consistently ranked among the nation's most selective public universities in the quality of its entering freshmen, the University at Binghamion offers over 130 degree programs (approximately half at the Master's and doctoral levels) to 12,000 students (nearly 3,000 graduate) enrolled in four professional schools (Education and Human Development, Engineering, Management, and Nursing) and the Harpur College of Arls and Sciences. Research and Instruction are supported by extensive computing facilities and a library system holding over 1,300,000 volumes and large microfilm and journal collections. The greater Binghamton area has a high-technology industrial base, a popula-The greater Binghamton area has a high-technology industrial base, a popula-tion of over 250,000, and offers easy access to New York City and Philadel

THE SCHOOL OF MANAGEMENT Is AACSB accredited, offers the BS, MS, MBA, and Ph.D. degrees. The School has an enrollment of about 1,100 undergraduate and 400 graduate students. The undergraduate programs in accounting and management are extremely selective, with about 12 applications for every freshman seat.

THE DEAN is the Chief Administrative Officer of the School of Management and had general responsibility for the operation of the School. With the advice of the School's faculty, the Dean is responsible for the development and operation of curricula, for the recruitment of faculty and staff, and for planning and development. In addition, the Dean's responsibilities include the preparation of the School's budget and the establishment and maintenance of appropriate ties between the School and the business community, including executive training programs and other non-credit instructional programs relevant to the School's mission. The Dean reports to the Provost.

CANDIDATES AND NOMINEES should be accounted to the second decidence of the second decidence.

CANDIDATES AND NOMINEES should have an earned doctorate in an appropriate discipline, scholarly achievement appropriate for a tenured senior faculty appointment, and demonstrated leadership and administrative skills. FORMAL SCREENING of applications will begin February 1, 1992 and will continue until the position is filled. Anticipated starting date is July 1, 1992. Applications or nominations, including the names, addresses, and phone numbers of four references, should be submitted to:

Professor John C. Gardner c/o Office of the Provost State University of New York at Binghamion P. O. Box 6000 Binghamion, NY 13902-6000

The University at Binghamton is strongly committed to affirmative action, and offers access to services and recruits students and employees without regard to race, color, sex, religion, age, disability, mantal status, sexual orientation or national origin.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF EDUCATIONAL RESOURCES

El Centro College Dallas, TX

El Centro College, part of the seven-college Dallas County Community Col-lege District, is seeking qualified applicants for the position of Dean of Educational Resources. El Centro, with an enrollment of approximately 5800 credit and 5200 continuing education students, is located in the heart of downtown Dallas; it is the most edicetic of the seven colleges and reflects the dynamic quality and cultural diversity of the Dallas Metroplex.

dynamic quality and cultural diversity of the Dallas Metroplex. The Dean of Educational Resources has responsibility for the overall supervision of services of the college Educational Resource Center, including library, media distribution, audic/visual support and production, ITV coordination, and instructional computer lab. Responsibilities also include assisting faculty with instructional design, utilizing appropriate technology; serving as Italson for resource development efforts, and budget development/planning.

Requirements: master's degree in educational or instructional technology, library or infurmation science, or closely related field; five years of experience in an instructional resource environment within higher education or industry, including two years of both instructional design and supervisory experience; demonstrated ability to use multi-media technology and computer technology, and demonstrated skills in budget development/planning, and in grant writing.

For application, please submit a résumé to Dr. Linda Stegali, Vice President of Instruction, El Centro College, Main & Lamar Sts., Dallas, TX 75202-3604. A DCCOD application form will be forwarded to applicants for completion and return. All application materials must be received by the dead-ine date of February 7, 1992.

EEO/D/AA Employer

ors. Desirable Qualifications: experience in administration, curriculum development, and fiscal management. The position offers a 9-month contract (summer employment, though not guaranteed, is routingly available) with a one-half time release from teaching duties for administrative responsibilities. The Department has 14 full-time Development and Training activities. This training function, strongly focused on state teaching duties for administrative responsibilities. The Department has 14 full-time faculity: approximately 200 undergraduate majors of Psychology and Sociology; 95 graduate students in Counseling. Northwest Missouri State University is an NCA-NCA IE necredited state apported university lucated in Maryville, Missouri, a community of 10,000, approximately 100 miles from Omaha. Nebraska, and Kansas Culy. Missouri. Application must include (1) a letter of application reflecting the candidate's dualifications and experience, reasons for interest in the position, and three current letters of reference perticent to this position; a curriculum vitae, transcripts of all college work (copies are acceptable). Please submit materials to: Dean Joseph F. Ryan, College of Education, 247 Brown Hall, Northwest Missouri State University, Maryville, Missouri 64488. Applications received by February 15, 1992 will receive priority consideration. Northwest Missouri State University, and the University is an equal opportunity, affirmative action employer. Women and minorities are escouraged to apply.

Public Administration: Training—Manager, Leadership Development and Training, Leadership Development and Training, Dublic Management Program, The Maxise John P. Kennedy School of Government

Development and Training activities. This training function, strongly focused on state and local government officials, is a component of the Center's Public Management Program, which complements the College's unitonally accredited Master of Public Administration degree and its designation as the University's "Center of Excellence in Public Administration. Candidates will have a Craduate Degree (Ph.D. in Public Administration. Candidates will have a Craduate Degree (Ph.D. in Public Administration or a related field is preferred), four-five years' experience in progressional development and training artivities for the public actor at a supervisory level. Excellent oral and written communication skills are required. Experience in proposal writing and successful acquisition of external funding support is preferred. Competitive salary with excellent fringer benefits, Send resume to: Sylvaster Marray, Director, Public Management Program, Levin College of Urban Affair, Cleveland State University, East Adh and Euclid Avenue, Cleveland, Ohio 4415, Position open until filled, first review of applicants to begin February 15, 1992. Equal Opporunnity Employer, nyth.



Dean of the School of Natural Sciences

Sonoma State University is one of the 20 campuses of the California State University. Located 48 miles north of San Francisco, SSU has an enrulment of 7,500 students and 445 full-time and part-time faculty. The University seeks candidates for the position of the Dean of the School of Natural Sciences.

The Position: The Dean provides both intellectual and administrative leaderne rosition: the Dean provides both Intellectual and administrative lendership to the School which serves approximately 1200 undergraduate and 119-graduate students majoring in the following departments:

Biology*
Chemistry
Computer and Information Sciences
Geology
Mathematics

Nursing* Physical Education and Health Sciences* Offers Master's Degree

*Ofters Master's Degree

Working closely with department chairs and faculty of the School, the Dean administers the academic program; serves as a catalyst for development of new programs and the continued evolution of existing programs; promotes and assures progress towards cultural diversity in the faculty and student body; and assures the effective use of human, fiscal, and physical resources. The Dean is responsible for interpreting the needs and aspirations of the School to the University administration and the needs and policies of the University to department chairs and faculty of the School. The Dean reparts to the Vice President for Academic Affairs, is covered by provisions of the Management Personnel Plan, and serves at the pleasure of the President. The Dean serves on the University academic leadership learn, representing the School in all University matters including planning and budgeling. The Dean is accessible to students in all matters relating to their educational welfare and coordinates with and interprets to community groups and institutions, as appropriate, the programs of the School.

Qualifications:

Qualifications:

Required: An earned doctorate and academic credentials supporting a faculty appointment in one of the School's departments; undergraduate leaching experience in the candidate's discipline complemented by a record of scholarly/research achievements evidenced by appropriate publications or other professional endeavors; a minimum of three years of successful administrative experience requiring academic leadership and stewardship, such as serving as a dean, associate dean, department chair or program director; commitment to laboratory-based instruction and programmatic diversity at both the undergraduate and master's levels; commitment to increasing attendational diversity among the School's faculty, students and curricular; a history of successful working relationships with students, faculty and administrators; interest in and currency with educational issues and trends; and a clear philosophy of the role of the School in a comprehensive university.

Desirable: Experience in supporting spant development and research in

Desirable: Experience in supporting grant development and research in indergraduate institutions and skill in fostering relationships with the private

Date of Appointment: August 3, 1992.

Salary: Commensurate with qualifications; includes a substantial benefits Application deadline: All nominations must be postmarked on or before February 15, 1992; all applications must be postmarked on or before March?

Application Procedure: Send a letter of application explaining interest in and qualifications for the position; a curriculum vitae; and the names, addresses and telephone numbers of five persons who may be contacted for references

Dr. James Gale Chair of the Search Committee Office of the Vice President for Academic Affairs Sonoma State University Rohnert Park, California 94928

Please refer to number P224 91-92 on all correspondence about this posi-

Sonoma State University is an Affirmative Action, Equal Employment Op-portunity Institution and is committed to increasing the diversity of its faculty and staff to reflect the increasing diversity of its student body and the State of California. Applications from women and ethnic minorities are encouraged. The campus, which has an active Disabled Employee Program, also welcomes applications from those with disabilities.

DEAN

SOUTHERN NEW ENGLAND SCHOOL OF LAW

Southern New England School of Law invites applications and nominations to the position of Dean. SNESL is an Independent law school, authorized by the Massachusetts Board of Regents to grant the Juris Doctor degree. It currently has a full-time faculty of eight, supplemented by an adjunct faculty, and an enrollment of approximately 320 students. SNESL operates a part-time "extended week-end" program and will begin a full-time day division in September, 1992. The law school is presently located in New Bedford, Mass., but will be moving to a new building in Dartmouth, Mass., in September, 1992. SNESL is committed to seeking accreditation by the American Bur Association.

The Dean is the chief academic and administrative officer of the school and reports to the Boar of Trustees. The Dean has responsibilities in the academic, general administrative, planning, budgeting, and

Candidates should have outstanding academic backgrounds and pri-or law school administrative and teaching experience and be familiar with ABA accreditation standards.

The Dean Search Committee will begin reviewing applications and nominations on Pebruary 1, 1902. Contact Ira Lipman, Esq., Chuirman, Dean Search Committee, Southern New England School of Law, 874 Purchase Street, New Bedford, MA 02740-8232.

SNESL is an Affirmative Action, Equal Opportunity Employer. 🥣

aceks to recruit for its faculty practitioners who have been working for several years in a politic or non-profit policy making or management position, and who are now considering academic life. The School is ignered in the several process of the process of the process of the process of the policy analysis, or in a substantive field—especially in urban policy, acetal policy, economic development, or beaith policy. Candidates should be promising policy analysts or pub-

lic managers with a Ph D. or other comparable academic degree, potentially good texchers, and likely contributors to scholarship in public policy. Send résumé, list of references, and camples of published or other professional work to Edith Stokey, Associate Academic Dean, John F. Kennedy School of Government, Harvard Liniversity, 79 JFK Street, Cambridge, Mastechysetts 02118. Harvard University is an Affirmative Action. Equal Opportunity Employer.



Dean

Armour College of Engineering and Science

Illinois Institute of Technology

The filmois insurance of Technology, located in Chicago, Illimois, mones applications and nonmanious for the position of Dears of the Armour College of Engineering and Science. The College has 137 full-time faculty and its departments offer bachelor's, master's and Ph.D. degrees in the five major branches of engineering—chemical, covil, electrical/computer, mechanical/zerospace, and installurgioil/instarials: the sciences—biology, demostry consequences and observe and installurgion and engage and consequences. chanistry, comparer science and physics; and in mathematics. In addition, the Prinker Department of Environmental Engineering offers graduate degrees and elective courses for undergraduate students. Links with industry and government in support of the educational and recursive programs of the College are facilitated by several centers including nation centers forming on biomedical engineering, food rechnology and fluid dynamics. There are correctly 1165 undergraduate and 377 graduate students enrolled full time in Armour College. Among the undergraduates, 43% are minority and 20% are women. Expenditures of externally funded research grains and contracts by HT and its research institute. HTRL for 1990-91 totaled more than \$127,000,000. The Dean reports directly to the Provost and serves as a member of the President's Scinor Administrators' Council, and works closely with others in academic affairs. The Dean's responsibilities in duck leadership in all matters of the College, cooperative interaction within the University, development of external support from industry and government, and promotion of relationships with alumnia and the community.

Required Qualifications: (1) the vision, leadership and breadth moded to guide the development of distinctive educational and research programs exploiting the potential synergy of a college combining engineering, the natural sciences, computer science and mathematics, (2) the ability to pro-more the College effectively and, in particular to lorge mutually beneficial made the Confege effectively and, in particular to lorge mutually interests in links with industry; (3) administrative experience demonstrating leadership such as serving, as program director, department that, associate dean or d4(a, (4)) history of successful working relationships with students, faculty, staff and administration and a strong commitment to the values of cultural diversity, equal opportunity, and reducational equity; and (5) an earned doctorate and a record of successful university teaching and scholarship supporting a faculty appointment as a terrored full professor in the College.

Applications and Normantions: The Search Committee is actively seek-Applications and Nonthintform: The Search Committee is actively seeking applications and encouraging nontinuous and will begin reviewing applications in early March, 1992. The preferred starting date is August 1, 1992. A complete application will consist of: (a) a letter stating interest in the position, which should contain a brief statement indicating how the applicant stating each of the (5) required qualifications; (b) curriculum viace and (c) the names, titles, addresses and telephone numbers of three colleagues, who can provide current assessments of the applicant's qualifications. Please address all correspondence to Mephen M. Copley, Chair, Amour College Dean Selection Committee, Office of the Provost, Illinois Institute of Technology, Chicago, II, 60(do).

mology, Chicago, IL 60646.

The University: The Illinois Institute of Technology is a medium size, private, coeducational, Ph.D. granting university, which since its founding in 1890 as the Armour Institute, has attracted talented students and educated them to become leaders in the humbogy-related disciplines that are important to world economic growth. It is composed of seven colleges, achook and institutes Armour College of Engineering and Science, which croals more than half of IIT's students; Lewis College of University is the Graduate School, and Chicago-Kent College of Law. Students from more than 60 countries are currently enrolled at the university's 120 are main campus, located near Chicago's "Loop" business district. It shares this campus with its research institute, IITRL, and the research laboratories of the Institute of Gas Technology and the American Association of Railroads, providing many opportunities for collaborative research projects. Courses and degree programs are also offered on interactive TV, at IIT". Downtown Center and at the new Rice Campus serving the Illinois Research and Development Corridor west of downtown Chicago.

The Illinois Institute of Technology is an Equal Opportunity, Affirmative

The Illinois Institute of Technology is an Equal Opportunity, Affirmative Action Employer strongly committed to enhancing the diversity of its faculty and staff, and invites and encourages nominations of and applications from women and members of ethnic minority groups. M/F/V/1-1.

AUBURN UNIVERSITY Dean, College of Liberal Arts

Nominations and applications are invited in the search for the position of Nominations and applications are invited in the search for the position of Dean of the College of Liberal Arts at Auburn University, a land-grant univer-sity of 21,700 students. The College consists of the departments of Communi-cation Disorders; English; Foreign Languages; Geography: History; Journal-ism; Philosophy; Political Science; Psychology; Religion; Sociology, Antivopolo-gy and Social Work; Communication; and the School of Fine Arts with departments of Art, Music, and Theatre. The College has a faculty of approxi-mately 300; it enrolls 4200 undergraduate majors and 375 graduate students in 23 M.A., M.S. and Specialist/Professional programs, and doctoral programs in 23 M.A., M.S. and Specialist/Professional programs, and doctoral programs. The faculty is committed to excellence in teaching and research/creating actions.

The faculty is committed to excellence in teaching and research/creative activity. The Dean is expected to bring strong interpersonal skills to provide creative leadership in the developing and strengthening of the programs in the Col-lege. The Dean must possess an earned terminal degree in one of the fields of the College. The Dean is the chief academic and administrative officer of the College and reports directly to the Vice President for Academic Affairs.

- Record of excellence in teaching and research/creative activity
 Successful academic administrative experience
 Experience in developing extramural resources
 Commitment to faculty participation in university governance
 Commitment to Affirmative Action/Equal Employment Opportunity The salary and starting date are negotiable. Applications or nominations

Dr. Richard Kunkel Chair, Search Committee 3084 Haley Center Auburn University, AL 36849-5218

Applications should include a letter of interest addressing special qualifications and a resume, plus a list of five current references. The Committee will begin its review of applications February 1, 1992 and will continue until-position is filled.

AUBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Public Management: Harvard University.
The John F. Keenedy School of Government invites applications for the position of assistant or associate professor. Candidates about have a strong Fa.D. record, a commitment to research, and strong teaching skills. We seek to appoint someone with presearch focuses on (1) the behavior of elected officials—legislators, governors, mayors—in office, (2) the institutions in which they serve and the advocacy groups

with which they interact, and (3) their political and strategic leadership in designing policies and setting them adopted and inplemented. Submit application, including curriculum vitae and its of references and publications to Professor Gary Orten, John F. Kennedy School of Government, Harvard University. 79 JFK Street, Cambridge, Massachusetts 0218, Harvard University is ap Affirmative Action, Equal Opportunity Employer.

LAMAR UNIVERSITY - BEAUMONT

Dean of the College of Fine Arts and Communication

Lanuar University-Beaumont invites applications and nominations for the position of Dean of the College of Fine Arts and Communication. The successful candidate will assume office on September 1, 1992.

The University: Lanuar University-Heaumont is located in Beaumont. Texas, a progressive city in the Sunbell and one of the world's largest petrochemical centers. The university is an educational, scientific, technical and cultural resource center committed to the three-fold mission of teach-

The College: The college includes the departments of Art, Communication, and Music and Theatre, as well as public radio station KVLU-FM. Disciplines include Art, Communication. Media Arts, Communication Disorders, Deaf Education, Music, and Theatre. Teacher certification is offered in each department. The college, which has approximately 800 students and 60 faculty, offers backelor's and master's degrees and anticipates a doctoral program soon. It also provides courses for a large number of non-majors in the University.

Qualifications: 1) an earned doctorate in a discipline represented in the College; 2) a record of excellence in teaching, scholarly/creative achievement, and service commensurate with appointment to the rank of professor; 3) successful administrative experience at or above the department chair level; 4) strong leadership and management skills: 5) the ability to communicate the College's values and goals to internal and external constituencies; 6) experience with and appreciation of multiple disciplines; 7) the ability to establish relationships widely among alumni and community leaders to enhance the College's programs.

Deadline: For full consideration, applications and nominations must be submitted by February 3, 1992. Application/Nominution Procedure: Letters of application or nomination should be sent to:

Dr. W. Patrick Harrigan, Chair Fine Arts and Communication Dean Search Committee P. O. Box 1007?

Applications must include a letter of interest; a résumé; names, addresses and telephone numbers of three references. Women and minorities are encouraged to apply. Lamar University is an equal opportunity, affirmative action employer.

Dean

College of Art and Architecture UNIVERSITY OF IDAHO

The University of Idaho Invites nominations and applications for the position of Dean of the College of Art and Architecture. The College of Art and Architecture was established in 1981 to bring together disciplines that deal with creation of the visual and physical human environment. Art has been aught at UI since it was founded in 1889, and architectural degrees have been offered since 1923. Interior design has been offered since 1923, and the landscape orchitecture curriculum was added in 1969. This combination not only increases the resources available to the students, but also brings together a community of creative scholars with a common dedication to the arts.

The University of Idaho, with an enrollment of approximately 9000 students, is the state's land-grant institution and senior of Idaho's four state-supported institutions of higher education. This person will lead the teaching, research, and public service activities of the College of Art and Architecture.

Candidates for the position will be expected to possess: qualifications to hold a tenured full professorship in one of the college's disciplines, a record of leaching and scholarly/creative accompilatuments, and a terminal degree in the discipline:
 demonstrated ability in planning, program development and funding, personnel, budget development and working with professions related to a multi-disciplinary college;
 executive leadership, communication skills, vision, and professional integrity.

al Integrity:

a commitment to promoting excellence in teaching and scholarship.

The position is available July 1, 1992. Search and selection procedures will be closed when a sufficient number of qualified applicants has been identified, but not earlier than March 15, 1992. Nominations and application, including a letter of application, a curriculum vitae, and the names of five references should be addressed to:

Dean Robert Bartlett Chalt, Dean Search Committee College of Mines and Earth Resources University of Idaho Moscow, ID 8384.5 (208) 885-6195

The University of Idaho is an equal opportunity, affirmative action employer and educational institution.

School of Government.

Public Management: Harvard University, The John F. Kennedy School of Government seeks candidates for junior faculty positions who are recent graduates of prudessional schools, such as students schools of public policy, business, urban planning, law, education, or public health. Applicants should have distinguished academic records and a demonstrated interest in problems of the ubic sector. The School looks for those whose research and teaching interests fall in policy analysis, grasmal or specialized public management, or in a aubstantive policy field such as bealth, housing, environmental lasters, education, social policy, or urban economic development, send curriculum vitage, list of references, and extended or published or other professional work to Professor William Hosan, John F. Kanagedy School of Government, Harvard University, 79 JPK Street, Cambridge, Massachusetts of Street, Cambridge, Massachusett, Olyportuelly Employer.

Public Policy: Harvard University. The John F. Kennedy School of Government invites applications for junior faculty positions. Candidates should have distinguished Ph.D. records in public policy, economics, statistics, demography, operations research, or related fields; strong

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

St. THOMAS UNIVERSITY

A growing, private, comprehensive Catholic university, STU has an ethnically and internationally diverse student population of 2500. Over 90 faculty teach in 27 undergraduate majors, 11 graduate programs and the Law School. The main campus is situated on 140 wooded acres and is just north of Miami. Two outreach centers serve the wider South Florida community. These new Dean positions will report to the Vice President for Academic Affairs.

DEAN, SCHOOL OF BUSINESS

An established academic with strong managerial experience is required to lead in the management of undergraduate and graduate programs, curriculum design, assisting in the recruitment and selection of new faculty, and fostering public relations and fund-raising activities for the University's largest academic unit. The Dean will have earned D.B.A. or Ph.D. in Business and at least ten years of academic experience including: full-time faculty level teaching; research; and management experience as a department or school head. Knowledge of International business as it impacts South Florida and experience in private business is desirable.

DEAN, SCHOOL OF CONTINUING EDUCATION STU seeks a strong, demonstrated leader to successfully develop and implement new credit and non-credit programs for adult learners at its three locations. The Dean will play a strategic role in cultivating the School while meeting the increasing demands and rapidly diversifying needs of the surrounding community. A significant portion of the Dean's responsibilities will include the innovative design of academic programs serving to propel the School into the next century.

The Dean will have an earned doctorate, plus a minimum of 3-5 years' proven managerial experience in continuing education. Bilingual (English-Spanish) skills are helpful; ability to work with multicultural populations is required.

STU welcomes men and women of all ages, races, nationalities, and religious beliefs, and offers compelltive salaries commensurate with experience plus an attractive benefits program. For immediate consideration, submit your résumé, three references and officlai transcripts by February 5, 1992 to: Dr. Norma M. Goonen, VP Academic Affairs, ST. THOMAS UNIVER-SITY, 16400 NW 32nd Ave., Miami, FL 33054. Fax: 305-628-6510.

Equal Opportunity Employer



Assistant to the Dean of the Faculty **WILLIAMS** COLLEGE

Applications and nominations are invited for the position of Assistant to the Dean of the Faculty at Williams College. Founded in 1793 and located in the Berkshire hills of western Massachusetts, Williams is a highly selective, coeducational liberal arts college of 2,000 students.

mignly selective, coeducational liberal arts college of 2,000 students. Reporting to the Dean of the Faculty, the Assistant's primary duties will involve staffing report analysis, preparation of materials and writing reports for the Committee on Appointments and Promoilens. The incumbent will also (1) handle budget monitoring and analysis for academic departments and programs, (2) assist with communications between the Dean of the Faculty's Office and department chains relative to budgetary questions, and (3) coordinate the administration of special academic programs developed by the Office of the Dean of the Faculty. Working closely with the Dean of the Faculty and various faculty committees and chairs, the incumbent will prepare information necessary for making decisions relative to policy issues and special projects.

Candidates must have a B.A. degree, and an M.A. is highly destrable. A minimum of three years' work experience at a liberal aris college is required. Applicants should also have excellent organizational abilities, and strong analytical, quantitative, and communication skills (written and oral). Computer skills are also required, including experience with word processing, spreadsheets, and data bases.

especially welcomes and encourages applications from women and municipy candidates.

To apply, mail letter of application and résumé along with the names, addresses and telephone numbers of three work-related references no later than Wednesday, February 5, 1992 to: Mr. Richard B. Bullett. Director of Personnel, Williams College, P. O. Box 478, Williamstown, MA 01267. (413) 597-2681.

EEO/AA EMPLOYER

teaching, research, and publications records; and demonstrated interest in and experience with public policy applications.
Those with significant research accompilahneets in microeconomics, housing,
urban economic development, organizations occurred to the seconomic factoring,
including the seconomic factoring the seconomic development, organizational behavior, state and local public fintance, ontronmental policy, or health we
particularly urged to apply, but strong anplicants in any field will be compidered,
Send curriculum vitae, including list of ref-

erences and publications, gradualo reductions, and teaching evaluations, to felicity for the first property of the first property of

RULLETIN BOARD: Positions available

TRENTON STATE COLLEGE

Trenton State College is a public, comprehensive un- | to the President, through the Academic Vice President dergraduate institution with a full-time enrollment of approximately 6000 students and 850 faculty and staff. approximately 6000 students and operating an approximately 6000 students and operating lence in public education. The student body is rated "highly selective" by Barron's Guide to Colleges and Universities. Trenton State College is located on a lovely, 225-acre campus in Ewing Township, New Jersey. The campus is within easy driving distance of both New York and Philadelphia. Benefits and salaries are competitive. The School of Business consists of four departments and offers programs in accounting, business administration, economics, finance, management, marketing and business education. There are approximately 40 full-time faculty and about 1000 dents. Responsibilities: Under direction of the Vice President for Academic Affairs, the dean acts as the senior academic officer of the School of Business and assumes overall responsibility for the development, modification and administration of programs neces-sary to meet the academic needs of students served by the school and for the fostering of excellence in programs, instruction and research. The dean will supervise the development of programs to meet standards of elationship with other academic units of the instituion, with the president, the vice presidents and other administrators and with relevant external agencies including the Middle Atlantic Association of Colleges of Business Administration. The dean supervises the nakes recommendations for appointment and tenure | TSC is an AA/EOE.

Administrative Position

Dean of Learning Resources

Utah State University Administers and coordingtes the University's libraries,

elecommunication, publication, photo, telephone, and

computer services. Reports administratively to the Uni-

versity Provost. Responsibilities include: facilitating and administering the development of university libraries and telecommunication technologies and resources.

administering budgets, policies and soliciting support

for development of library and information technology service; providing leadership in the further development of distance education services and facilities. Qualifica-

tions include: earned doctorate; experience in learning

resource related programs and university administra-

tion; ability to manage budgets and coordinate a diverse

and complex management structure; effectiveness in

working with others. Applicants should submit a letter of application stating goals and philosophies applicable to this position, a current resume, and the names, addresses, and phone numbers of five references to Dr. John R.

Cragun, Chair, Search and Screening Committee, Utah State University, Logan, Utah 84322-3555; phone (801) 750-2271. Additional information of a full position an-

nouncement is available upon request. Review of appli-cations will begin February 29, 1992 and will continue

USU is an AA/EO employer; women and minorities are strongly encouraged to apply.

until an acceptable candidate is selected.

SCHOOL OF BUSINESS

the dean makes recommendations for promotions to the Promotions Committee. He or she is responsible towards the achievement of the goals of the School and the College. The successful candidate will develop the budget for the School in cooperation with the department chairs of the School and other Deans and the Vice President for Academic Affairs. Other responsit include supervision of clerical and technical support staff and maintaining availability for all students and faculty. The dean presents the goals of the college and the position of the administration to the campus, the School and the community. Qualifications: The successful candidate will possess

an earned doctorate in business or economics and will qualify for a tenured appointment at the rank of professor. The successful candidate also will have administrative experience in undergraduate and graduate programs. Experience with the AACSB accreditation process is preferred. The review of applicants will begin on February 28, 1992 and the search will remain open until a candidate is selected. The position is available July 1, 1992. Candidates should submit a letter of accreditation. He or she will maintain a working application accompanied with a vita, salary requirements, and the names, addresses and phone numbers of three references. Address all correspondence to:Dr. Robert Bittner, Chair, Dean Search Committee, Office of the Vice President for Academic Affairs, Trenton of Business Administration. The dean supervises the recruitment and hiring of new faculty and staff and 08650-4700. To enrich education through diversity,

Dean of the College of Life Sciences Dean of the College of Business and Public Management University of the District of Columbia

The University of the District of Columbia invites applications for the positions

Responsibilities: The deans of the colleges are responsible for policy formulation and for planning, budgeting, programming, directing and evaluating the broad range of programs and support services in their respective academic units.

Qualifications: An earned doctorate from an accredited university is required. Other requirements are a minimum of six years of experience, including three years of full-time teaching in a discipline offered by the college and three years of full-time senior level academic administrative experience. That experience should include curriculum development, personnel management, budget development, and fiscal management. Evidence of scholarly productivity is expected.

D.C.'s Residency Preference Admendment Act of 1988 authorizes an award of preference to applicants who are District of Columbia residents. A "preferred" applicant appointed to the position must prove residency and remain a District resident for five consecutive years after appointment to the position.

Salary Range: \$66,380 - \$77,405 per year. Applicants for Dean of the College of Business and Public Management should submit a resume by February 28, 1992, to the attention of Isabelle McMillian and applicants for Dean of the College of Life Sciences should submit a resume by February 28, 1992, to the attention of M. Nadine Whittington at the following address:



University of the District of Columbia Office of Personnel Management and Development

4200 Connecticut Avenue, N.W., Washington, D.C. 20008

UDC is an Equal Opportunity, Affirmative Action Employer.

VANDERBILT UNIVERSITY Dean, Blair School of Music

Vanderbilt University Invites applications and nominations for the position of Dean, Blair School of Music. Reporting directly to the Provost, the Dean is the chief administrative officer for the school with the responsibility of fostering an environment which will advance the growth of a young program within one of the nation's premier universities. In that context the search committee seeks candidates of national stature who have demonstrated a commitment to excellence in music, broad skills in the development of material resources, considered the state to the development of material resources.

excellence in missic, broad skills in the development or insterial resources, qualities of leadership which will enhance the school's stature, and skills in interpersonal relations and communications. Candidates are expected to have professional credentials and qualifications equal to those normally expected for appointment as full professor. expected for appointment as full professor.

Biair School of Music is the newest of Vanderbilt's ten schools. A degree program initiated in 1986 now enrols 105 majors pursuing the B.Mus. In performance, composition, or musical arts. In addition, Biair serves the entire university with undergraduate curricula leading to the B.S. In music and minors in music and music history. The faculty consists of 30 full-time and 39 adjunct faculty.

Vanderbilt is a comprehensive university with an established reputation for excellence in teaching and research, and enrolls approximately 5000 undergraduate and 4000 graduate students.

Applications should include a letter of interest, a curriculum vitae, and the names, addresses, and telephone numbers of five references. Please send applications by January 25, 1992 to:

Christian Teal, Chair Blair School of Music Dean Search Committee Office of the Provost 221 Kirkland Hall Vanderbilt University Nashville, TN 37240 FAX No. (615) 322-7629

Vanderbilt University is an Equal Opportunity, Affirmative Action University, Qualified women and minorities are especially encouraged to apply.

5:00 p.m. Central Standard Time, 21 February 1992. Materials must include a letter of application, résumé, and three professional references. Mait tu Dr. Gary L. Miller, Division of Campus Recreation, University of Illinois, 170 IM-PE Building, 201 Peabody Drive, Champaign, Illinois 61820. Teknhone 217-333-310. An Affirmative Action, Equal Opportunity Employer.

Recreation: Tenure-irack assistant/associate professor, effective August 1992, pursuant to funding. Doctorate in Recreation. Outdoor feducation, Leisure Studies or related area required. Teach undergraduate professional preparation courses in outdoor recreation/education, outdoor pursuats, general recreation and recreation activity courses. Submit teleter of spojication, suits, general recreation and recreation activity courses. Subsets tester of application, curriculum vitae, official transcripts and the names, addresses and telephone numbers of three references to: Dr. Peul Graber, Chairperson, Department of Kinstolopy and Recreation, Western State College of Colorado, Gunnison, Colorado 1271. Review of applications will be penfected after March 1, 1952 will not be accepted. Western State College is one of four state colleges in Colorado, with an understanding temporal college of the colleg

College of Banness Administration. Itepariment of Financial Economics and finalitions, inclines, temperatures and finalitions. Inclines, temperature are incommented in the confination of the real estate from the comment of the real estate from the comment of the comment action work to conduct research in real estate, to serve as an according administration of the Chronocle of Higher Liducation I of Higher Liducation I of Higher Liducation of Hi PM: Registrar: Saint Mary-of-the-Woods Col-lege invotes applications for the position of Registrar. The Registrar reports to the Vice Prevident for Academic Affairs and serves on the Academic Council. Responsibilities include maintenance and supervision of student records and registrations; the im-plementation and maintenance of scademic policies and procedures; and the compila-tion, analysis and reporting of data con-tenance.

cerning student records. Candidates need appropriate educational credentials, strong organizational and problem-solving skills and two to three years' experience in information and management systems. Profesence will be given to persons with experience in higher education and in a systems approach to evaluating both the human and automated aspects of record-keeping. Sain Mary-of-the-Woods is a Catholic liberal arts college for women enrolling 1200 students in an updergraduate campus and external and in one master's program. Busings on its history of exademic quality and innovation, the College is planning a substantial restricturing of its offerings. This restricturing of its offerings. This restricturing of its offerings. This restricturing involves the challenge of developing a unified registration system to better serve the academic programs. Send better serve the academic program, Send application letter, retainer and names of three references to: Dr. Connia Bauer, Vice President for Academic Affairs, St. Mary-of-the-Woods, Indiana 47876-1099. The search is open with applications reviewed as received and interviewing beginning in January. The contino is available immediately. AA/EOE.

Rehabilitation Counseling/Psychology: Assistant Professor for CORE-accreditated
Rehabilitation Counselor Education Prosram. Tenture-track position in the Deparment of Counselor Education and Psycholosy at Arkanasa State University. Summer
employment may be available. Starting
date: August 13, 1992. Regulred: doctoral
degree in Rehabilisation Counseling/Psychology, or related field; CRC or CRC ellible. Desired: teaching graduate courses in
rehabilisation counselor training program,
teaching undergraduate basic psychology
courses, supervision of graduate field expefence, student advising, research, and professional service. Runitsalary commeasurate with qualifications and expertence.
Screening begins March 2, 1992. Send ap-



DEAN OF THE LIBRARY

The University of Alabama in Huntsville invites applications and nominations for the position of the Dean of the Library. UAH is a dictoral-granting, comprehensive research institution enrolling 8,600 students. The Colleges of Administrative Science, Engineering, Liberal Arts, Nursing, and Science offer a variety of programs at the bachelor's and master's levels. Ph.D. programs are offered in science and engineering. Founded in the 1950s, UAI theveloped within the framework of a government-industry-community partnership that has generated a distinctive culture among institutions of higher education. Huntsville is a high-technology community located in the picture-sque Tennessee Valley in the foothills of the Appalachian Mountains. The Library is an integral component of a larger regional information network serving a community of scholars and research scientists.

The Dean of the Library reports directly to the Provost and is responsible for the administration of the main university library and the downtown in edi-cal library of the School of Primary Medical Care. The collection approaches 190,000 volumes including 3,000 periodical subscriptions. The Ovan has responsibility for collection development and management, planning and budgets, services and programs, and human resources. The Ovan represents the Library to the University, to external professional constituencies, to local, state, and national agencies, and to the regional community.

Qualifications include a relevant advanced degree, and a Ph.D. would be desirable. Substantial experience in successful litrary administration is required with at least five years of experience in progressively more responsible positions, including budgetary and line responsibilities. Scholarly achievements appropriate for faculty appointment at a senior level are required. The successful candidate must have excellent interpersonal skills and the ability to articulate the mission of the library effectively to diverse constituencies. The Dean will be expected to exercise innovative, creative, and energetic leadership in continuing to build a research library. The ability to cultivate public and private support for the library is essential.

Send résumé and names of at least three current references to:

Office of the Provost Madison Hall 123 The University of Alabama in Huntsville Huntsville, Al. 35899

Review of applications will begin February 15, 1992, and will continue until the position is filled. The University of Alabama in Huntsville is an Equal Opportunity, Affirmative Action institution and particularly invites applications from women and minorities.

Rehabilitation Courseling Psychology: University of Wisconsin-Medison. Asalstant (tenure-track) or Associate (with tenure) Professor. Qualifications: Enrued doctorate, with preparation in rehabilitation counseling or clorely related field, and direct service experience in rehabilitation counseling are required. CRC credential and interest and expertise in Worker's Compensation and State and Vocalonal Returnitation and State and Vocalonal Returnitation and state and vocalonal Returnitation. Responsibilities: Teach required secture and seminar courses in the St. MS, and Ph.D. programs in rehabilitation counseling psychology, including coursework in foundations and job placement; supervise

plication letter, vita, ilst of references including addresses and phone numbers, and transcripts (copies acceptable) of all graduate studies to Dr. Dan. L. Thompson, Chair, MRC Search and Sercen Committee; College of Education; P. O. Box 940; Arkannas State University; State University, Arkannas 72467. Arrange for three references to send letters under separate covered and scholarship and obtain external financial research consists of the separate covered and scholarship and obtain external financial research send letters under separate covered and scholarship and obtain external financial resources to send letters under separate covered and scholarship and obtain external financial resources to send letters under separate covered and scholarship and obtain external financial resources to send letters under separate covered and scholarship and obtain external financial resources to send letters under separate covered and scholarship and obtain external financial reveals to send letters under support necessary to conduct retearch and revolutions of leading positions of leading positions of leading positions of leading positions and version counseling processing processing support necessary to conduct research and revolutions of leading positions and version counseling processing positions and version counseling processing positions and version counseling processing proc

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College of Agriculture and Natural Resources University of Connecticut

The University of Connecticut invites applications and nominations for the position of Dean of the College of Agriculture and Natural Resources. The University of Connecticut is a land-grant institution located in rural eastern -Connecticut with an undergraduate enrollment of 16,000 and a graduate enrollment of 6000. The College is composed of six academic departments: Agricultural and Resource Economics, Animal Science, Natural Resources Management and Engineering, Nutritional Sciences, Pathobiology, and Plant Science.

The Dean reports directly to the Provost and Vice President for Academic Affairs and has overall responsibility for personnel, programs, and budgets for the College and the two-year Ratcliffe Hicks School of Agriculture. The Dean also serves as the Director of the Storrs Agricultural Experiment Station and the Director of the Cooperative Extension System. The College of Agriculture and Natural Resources has approximately 350 professional staff and a budget of about \$20 million.

The successful applicant must have a vision and the capasility to address the challenges facing the food, agricultural and natural resources systems in a rapidly urbanizing state. Applicants should have the scholarly and teaching credentials appropriate for appointment in an academic depart-ment within the College at the rank of full professor.

Our strong preference is to have the Dean in place by Fall, 1952, but other possibilities may be considered. The review of applicants will begin on April 1, 1992 and the search will remain open until a candidate is selected. Nominations or letters of application, accompanied by a curriculum vita and the names, addresses, and phone numbers of five references, should be submitted to: Dean Search—College of Agriculture and Natural Resources, Office of the Provost and Vice President, University of Connecticut, U-86, Storrs, CT 06269. AA/EOE. (Search #2A78)



DEAN **MACKAY SCHOOL OF MINES** University of Nevada, Reno

The Mackey School of Mines is seeking as dean a creative, energetic leader. The position offers an exciting challenge to lead an excellent traching and research faculty with rapidity expanding programs, new facilities, and superior equipment. The School of Mines is an academic, research and public service college with more than 60 faculty and staff, and emoliment of more than 450 students, and a growing research program. Graduate and undergraduate degrees are awarded in chemical engineering, metallurgical engineering, metallurgical engineering, metallurgical engineering, computer science, geology, geochemistry, goophysics, geological engineering, hydrology and hydrogeology, and mining engineering. The School includes the Nevada Bureau of Mines and Geology, the Setsmological Laboratory, and several research enters. It maintains a collaborative relationship with the Desert Research institute.

The successful candidate should have an earned doctorate and be tenurable in one of the departments of the school; a record of significant academic, industrial or governmental administrative experience; a demonstrated commisment to outstanding teaching, research and publication; a proven ability to procure external funding; strong interpersonal and communication skills and the ability to effectively plan, execute, and manage innovative policies and procorans.

Applications must include a résumé; a statement of managerial, leadership, teaching and research philosophy; and the names and addresses of five references. Initial screening of applications will begin March 2, 1992. The search will continue until the position is filled. Interviews with finalists will begin during April, 1992. The preferred starting date is July 1, 1992. Salary is open.

ns, nominations and requests for information should be addressed

Search Committee, Mackey School of Mines c/o Academic Alfeirs Office 110 Clark Administration Building, Mail Stop 005 University of Nevada, Rano Reno, Nevada 89557

The University of Nevada, Reno is an EEO/AA employer and employs only U.S. citizens and aliens lawfully authorized to work in the United States.

Regions The Chinese University of Hong Kong Invites applications for Lectureship in the Department of Religion, Applicants about have a doctoral degree in New Testament. The appointee will teach New Testament Greek, New Testament Greek, New Testament Greek, New Testament Theology, and related courses. Pastoral oxperience as well as relevant research and teaching experiences would be helpful. Annual Salary: HK\$256,680-308,700 by 6 increments BAR; HK\$317,280-342,960 by 3 [RRS], need approximate exchange rate: croments BAR; HK3317,280-342,500 by 3 in Figure at a lapproximate exchange rate: US\$1 = HK514.3. Starting salary will be commensurate with qualifications and experience. Conditions of Service: Benefits include leave with full pay, Programs in the Study of Women and General Programs

medical care, contributory Superannuation Scheme (University 15%, appointed 5%), bottating on campus provided, education altowance for children. Application Propedure: Sond full resumd in duplicate, giving full particulars, as well as names and addresses of 3 referees, together with copies of conflication documents (in deplicate) and recont publications to the Personnel Section, The Chilense University of House Kong, Shatin, Hong Kong, FAX 832-663-502a before Fabruary 29, 1992. Please quale the reference number 1/539/292 and mark "Recruitment" on cover.

Associate Dean for The School of Hawaiian, Asian, and Pacific Studies UNIVERSITY OF HAWAII AT MANOA

The School of Hawaiian, Asian and Pacific Studies (SHAPS) invites applica-tions and nominations for the position of Associate Dean (Position No. 89312, M08-M).

89312, MOB-M).

School of Hawaiian Asian and Pacific Studies is comprised of nine area study centers: Center for Chinese Studies, Center for Hawaiian Studies, Center for Japanese Studies, Center for Korean Studies, Center for Pacific Islands Studies, Center for Philippine Studies, Center for Southeast Asian Studies, Center for South Asian Studies, and Soviet Union in the Pacific-Asian Region; and one programs Buddhur Studies Program. SHAPS offers five academic programs: B.A. in Asian Studies, M.A. in Asian Studies, B.A. in Hawaiian Studies, M.A. in Pacific Islands Studies and Certuficate in Pacific Islands Studies. Several new academic programs are being proposed, including a Master's degree in International Affairs, M.A. in Hawaiian Studies, Ph.D. in Buddhist Studies, Ph.D. in Asian and Pacific Studies and Certificate Programs for Asian Studies.

Daties: The Associate Dean assists the Dean, Center and Program Directors in administration and academic development; facilities work with university administration and other Schools, Colleges, and Departments outside of SHAPS; carries out routine administration in the School; works on special projects assigned by the Dean; represents and acts on behalf of the Dean in the Dean's absence.

Minimum Qualifications: Ph.D. or equivalent in an area relevant to the SHAPS; evidence of successful teaching, scholarship and publications associated with one or more areas of Hawaiian, Asian, and Pacific regions; three years as an associate or full professor rank; experience in academic administration; understanting of education and research related to Hawaiian, Asian and Pacific Continue.

Derivable: Understanding of administrative system in post-secondary educa-

Salary: Salary commensurate with qualifications and experience; with a minimum annual salary of \$56,040. Effective Date: August 1, 1992.

Applications and Nominations: Submit letter of application, full curriculum vitae, and the names, addresses and telephone numbers of three references to: SHAPS Associate Dean Search Committee, University of Hawaii at Manoa, Moore Hall 309, Honolulu, Hawaii 96822. Letters of nomination should be sent to the same address. Telephone inquiries: (808) 956-8318, FAX: (808) 956-6345.

Closing Date: February 15, 1992.

An Equal Opportunity, Affirmative Action Institution.

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Dean Of The College



Centenary College of Louislana, an independent liberal arts college of 1100 tudents, invites applications and nominations for the position of academic

The dean is the senior academic administrator of the College, reports to the president, and is responsible for undergraduate degree programs in sixteen departments and three master's degree programs feducation, geology, and business). The dean's principal charges are academic policy and related faculty personnel matters.

personnel malters.

Centenary College will appoint an individual with a commitment to academic excellence, a distinguished record of teaching and scholarship, a demonstrable record of leadership in college governance, and responsiveness to the concerns of the faculty. Candidates should possess high academic credentials, ideally a Ph.D. In the liberal arts,

Centenary College is affillated with the United Methodist Church and is located in Shreveport, Louislana. It is primarily a residential college. There are 70 full-time faculty members, 81% of whom hold a Ph.D. The current endowned in \$41 milition. Centenary College is fully accredited by the recognized This position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903. The fact the current endowned in the position is available 1 line 1903.

This position is available 1 June 1992. The Search Committee will begin screening applications in mid-February and will continue to the time of selection. Persons interested in this position should submit a letter of application together with a curriculum vitae and three current letters of reference to:

Professor Lee Morgan, Chair Dean Search Committee Centenary College of Louisiana P. O. Box 41188 Shreveport, LA 71134-1188 (318) 869-5082

Centenary College of Louisiana is an equal opportunity employer.

der in Church and Society. Colgate-Rochester Dividity School/Baxley Hall/Crozer Theological Seminary is beasining as compenhensive program which places feminals and wonandst acholarable, perspectives and practice in every area of theological education. We are seeking a creative collegance to launch, establish, and education with a compenhensive program. Ongoing responsibilities of the deen include development, and administration of the Program and events of special interest to women inside and outside the semicarry provision of curricular, scholarly, and other resources to faculty, students, administration, altimated in the study of religion. Sequipments; and provide the compensation of the compensation of curricular, scholarly, and ether resources to faculty, students, administration of the Program and events of special interest to women inside and outside the semicarry provision of curricular, scholarly, students, administration of the program and events of special interest to women inside and outside the semicarry provision of curricular, scholarly, students, administrative compensation of curricular, scholarly, students, administrative captures of general cover letter, visa, and ether program and events of special outsides the seminary provision of curricular, scholarly, students, administrative captures of general curricular, with a proposition of curricular scholarly women as groups and sender and in the study of version, superinces with protestant churches and special curricular, with the study of version, superinces with the protestant churches and with commencial and substantial the Dividity School and doctoral substantial in the study of version, superinces with the curricular in the Department of Religious Saudies in the Dividity School and doctoral substantial in the Dividity School and doctoral substantial in

given to candidates whose interests and training complement those of the existing faculty. Internal candidates will also be considered. Applications should be addressed to Dean Thomas W. Oglettre, Yale Divinity School, 409 Prospect Street, New Haven, Connecticut 6631: 2167. The deading for applications is February 15, 1992. Yale University is an Affirmative Action, Equal Opportunity Employer. Religious Studies, Coe College, Pull-time legure-track Jupier position in religious

Religious Studies: Director, Religious Studies Program. Pennsylvania Suste University, Liberal Arts College, Effective July 1, 1992. Associate or Full Professor rask; Ph.D. required. Administrative experi-

BUILLETIN BOARD: Positions available

right person for this challenging assignment.

Bellarmine College

DEAN OF THE COLLEGE OF ARTS

AND SCIENCES

Bellamine College invites nominations and applications for the Dean of

The School of Arts and Sciences enrolls more than 500 undergraduate majors and 100 graduate students and has 55 faculty in 14 departments Art, Biology, Chemistry, Communication, Education, English, History and Political Science, Math and Computer Science, Music, Philosophy, Psy-chology, Education

The Dean of Arts and Sciences is responsible for the direction and development of the academic programs in Arts and Sciences, fostering ligh academic standards among faculty and students, enhancing exemplay teaching and scholarship, promoting faculty development, managing the fiscal affairs of Arts and Sciences, and developing long-range plans and strategies to promote academic excellence. The Dean reports to the Vice-President for Academic Affairs.

disciplines represented in the Arts and Sciences, at least three years administrative experience in higher education, a record of successfu teaching, research and publication and other scholarly achievements, and the demonstrated ability to work effectively with other deans and adminis-trators in areas such as institutional advancement and student affairs.

Silvated on a beautiful 120-acre campus in an attractive residential area of Louisville, Kentucky, Bellarmine is the Commonwealth's largest private, independent coilege. Founded in 1950 by the Catholic Archdiocese of Louisville, Bellarmine is governed by an independent self-perpetuating Board of Trustees and enroils 2600 students in undergraduate and graduate programs in three schools Arts and Sciences: the Alian and Donna Lansing School of Nursing; and the W. Fielding Rubel School of Business. The annual operating budget is \$15 million.

Review of applications will begin in February and will continue until the time of selection. Candidates should submit a letter of application, résumé, and the names, addresses and telephone numbers of five references. The appointment may begin as early as June 1. 1992.

Address nominations and applications to

Bellarmine College 2001 Newberg Road

Bellamine College is an Affirmative Action, Equal Opportunity Imployer

Address nominations and applications to

mine seeks an individual who possesses a Ph.D. in one of the major

Adolphi University is on Equal Opportunity Allimative Action

DEAN, SCHOOLS OF

BUSINESS AND BANKING

Adelphi University seeks an unusual leader of intellectual vision and

wide experience for the position of Dean of the Schools of Business

At a moment of remarkable changes in every aspect of business, and of reflection nationwide about business education, the Schools have

undertaken a wholesale review of their programs, curricula, and prac-

tices. The new Dean will be expected to bring this process to a successful

conclusion and set the Schools on an original course forward, appropriate to the profession and the times. This development in the Schools

occurs in the context of ongoing fundamental transformation in the

University as a whole involving substantive reform of programs and practices in each school and college, and in particular the launching of a university-wide, mandatory Core Curriculum.

Although an earned doctorate and senior experience in business,

government, or industry are destrable, the University primarily seeks the

Adelphi University, located 20 minutes from Manhattan, enroils approximately 6,000 FIE undergraduate and graduate students, of whom approximately 400 FIE are in the B.S. and M.B.A. programs in the Schools.

in addition to the Schools of Business and Banking, the University is comprised of the College of Arts & Sciences, the School of Education, the School of Scool Work, the School of November 1 institute of Advanced

Application deadline: February 14, 1992. Please send letter of appli-

cation, curriculum vitae, and names, addresses and the telephone

numbers of three references to: Chair, Dean of Schools of Business and

Banking Search, Office of the Provost, Adelphi University, Box 701,

Psychological Studies, and University College for adults.



Bellarmine College DEAN OF THE W. FIELDING RUBE SCHOOL OF BUSINESS

Beltarmine College invites applications and nominations for Dean of the W. Fielding Rubel School of Business.

The Rubel School enroils more than 435 full-time and 235 part-time undergraduate majors and 350 MBA students and consists of departments of economics, business administration, and accounting. The School employs 22 full-time faculty and also houses the Small Business Development Center and a Center for Professional Development that offers training programs for the business community. ing programs for the business community.

ing programs for the business community.

The Dean of the Rubel School will provide leadership in all academic areas represented in the school by promoting scholarship and faculty development, maintaining quality control, developing and implementing new programs that respond to a changing business and management environment, enhancing existing undergraduate and graduate programs, and creating long-range fiscal and academic plans. The Dean reports to the Vice-President for Academic Affairs.

Bellamine seeks an individual who possesses an advanced degree from an accredited institution in one of the disciplines represented in the School; at least five years of successful experience in higher education, including both teaching and administration; demonstrated skills in dealing cooperatively with faculty and administrators in other areas including institutional advancement and student affairs.

Situated on a beautiful 120-acre campus in an attractive residential area of Louisville, Kentucky, Beilarmine is the Commonwealth's largest private, independent college. Founded in 1950 by the Catholic Archdiocese of Louisville, Bellarmine is governed by an independent self-perpetuating Board of Trustees and enrolls 2600 students in undergraduate and graduate programs in three schools: Arts and Sciences: the Alian and Domalansing School of Nursing; and the W. Fleiding Rubel School of Business. The annual operating budget is \$15 million.

Review of applications will begin in Science and will sent the science and the sent to the science and the sent to the sen

Review of applications will begin in February and will continue until the time of selection. Candidates should submit a letter of application, résumé, and the names, addresses and telephone numbers of five references. The appointment may begin as early as June 1, 1992.

Address nominations and applications to: Rubel School of Business Search Committee for the Dean Bellarmine College 2001 Newburg Road Louisville, KY 40205-067 I

Bellarmine College is an Affirmative Action, Equal Opportunity Employe

College of Science and Mathematics Wright State University

Wright State University invites applications and nominations for the position of dean of the College of Science and Mathematics. The dean is expected to provide dynamic leadership in the quest for excellence in teaching, research, and professional service, and must be sensitive to the aspiration of diverse

The dean serves as the principal spokescerson and advocate for the cologe, working with the vice president for scademic affairs and the Council of Deans to formulate university policy. The dean works with departmental chairs and faculty terminate conversely poscy. The dean works with departmental charts and texture in learning to learning college goats and policy. Among the dean's specific responsibilities are strategic planning, program development, lacuity development, resource allocation and budget management, resource promotion, fund raising, enrollment management, and relations with external constituencies.

Wright State is located in suburban Dayton, Ohio, a region of tochnical innevation and accomplishment. The university enrolls more than 17,000 students, including over 3,900 in graduate and professional programs. There are approximately 100 undergraduate, over 30 master's, and five doctoral programs. Research and sponsored programs exceeded \$18 million in 1990–91.

The College of Science and Mathematics has more than 190 tenured and tenure track faculty in the Departments of Biological Sciences, Chemistry, Geological Sciences, Mathematics and Statistics, Physics, Psychology, Anatomy, Biochemistry, Microbiology and Immunology, and Physiology and Biophysics. The latter four departments report jointly to the dean of Science and Mathematics and the dean of Medicine. The Ph.D. program in Biomedical Sciences is also jointly administered by the two deams. The college programs enrol 1,550 undergraduate students and 298 graduate students, including 55 in the BMS Ph.D. program. The college faculty have a traction of productive scholarship recognized during the past year by external funding exceeding 55 million.

The ideal candidate for the position will prosess a recover of excellence in

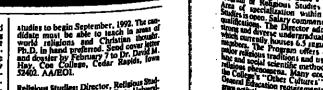
past year by exems funding exceeding 35 mission.

The local candidate for the posklon will possess a record of excellence in scholarly research that would meet the qualifications for the rank of professor in a department of the college. Significant administrative experience, including evidence of attong personnel and budget management stills, is required, in addition, the candidate must demonstrate ability as an organizational leader and a community lialaon, and a knowledge of and commitment to the instructional resistor of a university as demonstrated by a record of quality teaching or other indicators. Salary for the position is competitive, and a starting date is negotiable.

applicants should provide a letter of interest addressing the above qualific a curricium vitae, and the names, addresses, and telephone numbers of R references. Review of applicants will begin on February 17, 1992, but applicatis will be accepted until the position is tilled or June 30, 1992. Send nomination

Joseph F. Thomas, Jr. Dean, School of Graduate Studies Wright State University





ence, a lifensy record of teaching, revearch, and publications and a commitment to the development of From State's explanding arms of Rollingus, State's explanding arms and control of Rollingus and the Director administers a significant programment of the Program offers courses with a supply and registers arms offers arms of the Program offers courses in the Amount of the Course's and social scientific methods to study the College of Other Courses' and other manufactures, Actions, Equal Opportunity Employer. The Program offers courses fulfill the College of Course's and other methods to study the College of Other Courses's and other senses actively equipped and the form of sense crystals and thin films; the trans diffraction to characterize the city and structures, Study the chemical and manufactures, Study the chemical and manufactures of the synthesized materials.

CAPE COD COMMUNITY COLLEGE

Garden City, NY 11530.

Dean of Planning, Research and Development Search Re-opened

Executive level management position reporting to the President, responsible for preparation of the College's five-year and derivative plans; responsible for internal, market, donor and funding-source research; manages the College's alumni, fund-raising and grants development activities; oversees the College's Computer Center. Minimum qualifications include:

1. A total of at least five years' experience within the following four areas:

A total of at least five years' experience within the following four areas:
 Oversight and development of applied research activities (management experience in a public sector research entity would be helpful).
 Management of fund-raising and financial development in higher eduration or non-prolit institutions, including knowledge of endowment development and planned giving techniques.
 Policy and administrative experience in higher education and Massachusetts state government with some knowledge of the state budget process and an understanding of the political, economic and community development issues facing Massachusetts public higher education in general and, if possible, Cape Cod Community College in particular.
 Contract and grant solicitation and administration with knowledge of potential individual, private, institutional and governmental sources of contract and grant opportunities for a Massachusetts community college.

familiarity with computer systems and experience with computerization of a public institution or major office.

3. Knowledge of community economic development. Proven ability to supervise professional and support staff.

5. Demonstrated interpersonal skills and proficiency in oral and written

 A Master's degree (more advanced degree preferred but not required). To apply, submit letter of application addressing qualifications, current résumé, the names of three current professional references and college transcripts to: Director of Personsel/Affirmative Action, Cape Cod Community College, West Barnstable, Mass. 02668. Deadline for applications: February 7, 1992.

Attirmative Action, Equal Opportunity Employer

istry. (2) One publication in professional journals on the single crystal growth of ternary or quaternary chalcosendes. (1) One publication on the synthesis of this limit materials, and (4) Completion of one graduate course in Advanced Crystaliography and Modern Diffraction. 523,600year, 40 hours/week. 9-5. Must have proof of legal authority to work permanently in the U.S. Send 2 copies of resured, transcripts, and publications to: Illinois Department of Employment Security, 401 South State Street, 3 South, Chicago, Illinois Official, Attention: Jack Schaffer, Reference &V-IL-3430-J. No calls. An Employer paid ad.

No calls. An Employer pain an.

Research: Sendor Research Associate;
\$32,500 per year: 9.00 a.m.:500 p.m.:40
hours per weeh. Research on fluid flow,
design of new equipment on projects tocluding gas meters and fluid flow around
bodies including ships. Duties include using hydrodynamic and secodynamic flow
visualization, scanning laser Doppler anomometers, spectral analysis and dipital
date acquisition under the Unix operating
system. Will teach course in related areas
as required. Must have laken a graduate
course in Advanced Engineering Analysis,
Turbalem Flows, Advanced Toples in Fluid Mechanics and Introduction to Continu-

quires (1) Ph. D. degree in Inorgande Chem-istry, (2) One publication to professional experience in Job offered or as research as experience in Job offered or as retearch as-sistant including using the Scanning Laser Duppler Anemometer, Testing Fludic Flow Meters and Computer Programming Using the C Language for Digital Data ac-quisition. Must have proof of legal author-ity to work permanently in the United States. Send resumes to: Illinois Depart-ment of Employment Security, 401 South Street—43 South, Attention: Oerdon De-liber, Reference 8-V-IL 4493-0, 2 copies of your resume required. An employer paid advertisement. No calls.

Research: Research Associate. Develop fast algorithms and computer programs of chain-closure problem and applying such algorithms to predict three dimensional structures of proteins and possibly drusdesism. Build physical models and algorithms of docking problems to study ligand binding, and possibly drusdesism. Build physical models and algorithms of docking problems to study the entropy effect into eperatics and conformational search. 40 hours per week; 8:30 a.m. 5:30 p.m.; 5:5K/year; must have Ph.D. in Physics and one year of experience and knowledge of physical modeling, mathematical skills in model solvidus, and experience in computer simulations, modeling and calculations both analytical and numerical, of entropy and free energy (dis-

HONORS COLLEGE



Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral I institution with a strong commitment to undergraduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Ohio. With 820 undergraduates currently enrolled, the Honors College is one of the largest Honors programs in a state-assisted public university. It is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive. state-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's liberal education program. As chief executive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council and the academic units; and for serving as a spokesperson for the needs and interests of Honors students.

Nominees and applicants should have a demonstrated commitment to academic excellence. They should possess an earned doctorate or terminal degree appropriate to their academic discipline and a record of teaching and of research, scholarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidates who have had significant administrative experience and a well documented record of progression in levels of responsibility and leadership within Honors education. The ability to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salary for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or nomination), curriculum vitae, and the names of three to five references should be submitted no later than February 15, 1992 to:

Dr. Cheryl A. Casper Associate Provost for Academic and Student Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242 Equal Opportunity/Affirmative Action Employer



Winona State University

DEAN OF THE COLLEGE OF BUSINESS

Winona State University invites applications and nominations for the position of Dean of the College of Business. The Dean is responsible to the Vice Prosident for Academic Affairs, provides leadership in undergraduate (B.A. and B.S.) program development: and courdinates overall administration of the departments of Accounting, Business Education and Office Systems Administration, Economics and Finance, Management and Marketing, the Small Business Institute, Small Business Development Center, and the Bureau of Business and Economic Research. The Dean is also responsible for the business program in Rochester and other off-campus business programs.

Winons State, a member of the Minnesota State University System, is a comprehensive regional institution. Enrollment is about 7,600 full- and partitime students. The University is situated in the beautiful Mississippi River community of Winona (population 30,000). The Rochester Center campus is located in Rochester, MN, home of the Mayo Clinic and IBM.

located in Rochester, MN, home of the Mayo Clinic and IBM.

The successful candidate must have an earned doctorate from an accredited graduate institution in one of the major disciplines represented in the College He/she must have at least five years of successful experience in higher education, including both teaching and administration, and must demonstrate administrative skills in the areas of budgets and business procedures, personnel (preferably in a system with faculty collective bargaining), and affirmative action practices. Additional requirements are a record of research and publication and other scholarly achievements, orientation toward outcomes indicators, ability to work cooperatively with faculty and other academic, administrative, and student affairs administrators, and ability in business and community relations and resources development.

Salary range is commetitive, depending on qualifications and experience.

Salary range is competitive, depending on qualifications and experience.

Open until filled. Nominations must be postmarked by February 1, 1992.

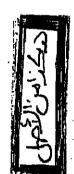
Screening of applications will begin February 21, 1992. Letter of Interest, résumé, and list of at least three references, with phone numbers and addresses, should be sent to: DEAN OF BUSINESS Search, Affirmative Action Office, P. O. Box 5838, Winona, MN 55987-5838.

. Winona State University is an Equal Opportunity, Affirmative Action Employer. Women, minorities and disabled inclividuals are strongly encouraged to apply.

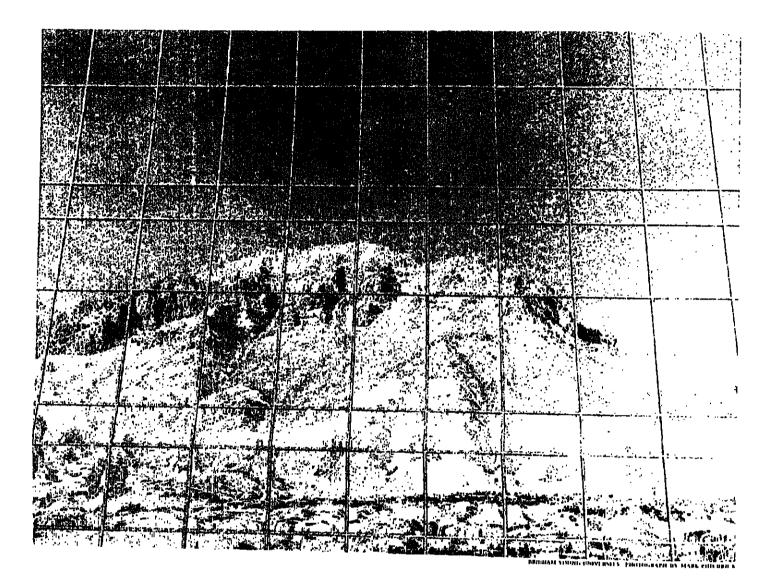
Research: Research Associate. Job involves purifying projeins from brain by employing column chromotographic techniques, sodium dodecyl suffate gel electrophoresis, 2-D electrophoresis and preparaive HPIC. It also involves 1) vectorial radiolabelling of proteins, 2) determining the carbohydrate composition and the carbohydrate binding site on the protein, 3) determining the carbohydrate binding specificity of the protein, 4) determining the subunit structure of the offsponeric carbohydrate binding protein, and 3) senerating polycional and monocional antibodies

tribulion) of various physical, chemical systems; and experience of neural networks. Respond to: Job Order #1922, P. O. Box 8968, Boston, Massachusetts 02114.

Resparch: Research Associate, Job involves purifying proteins from brain by employing column chromotographic techniques, sodium dodecyl suffate gel electrophoresis, 2-D electrophoresis and preparative HPLC. It also provides 1) vectorial radiolabelling of provides, 2) determining the carbohydrate composition and the carbohydrate binding site on the protein, 3) determining the carbohydrate binding protein, and 5) determining the subunit structure of the offconoric carbohydrate binding protein, and 5) electronic Richard (2006). Letter Response to the protein and proportion and proportion and provides and provides and proportion and provides and provides and provides and proportion and provides and provide



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Nayne State University College of Nursing

ASSISTANT DEAN COLLEGE OF NURSING URBAN ENVIRONMENT AND HUMAN CARE

The College of Nursing at Wayne State University invites applications and nominations for the position of Assistant Dean of Urban Environment and Human Care. We are seeking a highly creative and visionary individual to provide lendership to faculty in conceptualizing and developing the dimension Urban Environment and Human Care through research, programs, and courses of study and clinical practice. The approintee will hold faculty rank and will also have responsibility for teaching and/or research in addition to administrative duties.

OUALIFICATIONS:

Doctorate in nursing or PhD in related field: master's degree in nursing required.

BULLETIN BOARD: Positions available

- Eligible for appointment as Associate/Professor and RN licensure in Michigan.
- A record of teaching and scholarly achievement; administrative experience preferred. · Strong leadership and interpersonal skills.
- RESPONSIBILITIES:
- Stimulate the generation of nursing knowledge through research and facilitate program and project development in the related areas of urban environment, transcultural care, nursing systems and health policy.

 Review and evaluate current area programs; oversee planning and scheduling of area course
- offerings.

 Actively recruit faculty, determine faculty assignments, stimulate faculty development in teaching and research, and provide collaborative leadership to faculty.
- Plan, coordinate, and evaluate the work of assigned faculty and staff. Make recommendations to hire, promote and terminate as appropriate. Implement Affirmative Action policies in carrying out these responsibilities.

 Participate in and develop new student recruitment activities in collaboration with the Assistant
- Dean of Student Affairs and maintain a system for academic advisement of students. TERM OF APPOINTMENT:

Nine month appointment with additional administrative days during the summer term.

 Base salary will be commensurate with experience and rank with an additional administrative adjustment.

DESCRIPTION OF SETTING:

Wayne State University is a major urban university with a commitment to teaching, research and community service. Located in the heart of the Detroit Cultural Center, the University has vast social, cultural, community and clinical resources and diversity to enrich its programs. The College of Nursing offers baccalaureate, master's and doctoral degrees, and is recognized nationally and internationally for its unique and outstanding offerings. The Center for Health Research is located in the College of Nursing and facilitates the work of faculty in the development of nursing knowledge.

APPLICATION DEADLINE: April 15, 1992 Dr. Morsha Cohen

APPLICATIONS: A letter of application with curriculum vitae should be submitted to:

Chair, Search Committee College of Nursing Wayne State University 5557 Cass Avenue Detroit, M1 48202

Wayne State University is an equal opportunity/affirmative action employed

Hahnemann University

DEAN OF THE SCHOOL OF HEALTH SCIENCES AND HUMANITIES

Hahnemann University invites nominations and applications for the position of Dean of the School of Health Sciences and Humanities.

THE UNIVERSITY

Hahnemann University is a modern, progressive health sciences institution located in dynamic center city Philadelphia. Hahnemann is comprised of the School of Medicine, the Graduate School, the School of Health Sciences and Humanities, and Hahnemann Hospital, a 616-bed tertiary care center. Approximately 2000 students are matriculated in the three schools of the University, with over 900 students enrolled in the School of Health Sciences and Humanities. The School of Health Sciences and Humanities offers Bachelor and Associate degrees in 13 health sciences and health related professions programs. The School of Health Sciences and Humanities faculty currently numbers over 75 full-time instructors and more than 150 clinical faculty members.

THE POSITION

The Dean of the School of Health Sciences and Humanities will assume responsibility for all aspects of the School including developing academic programs, promoting scholarship and faculty development, maintaining quality control of the educational functions, and leveloping/implementing long range plans for program and fiscal management. Additionally, the Dean will be expected to oversee present, and develop future, articulation agreements with other academic institutions. The position reports to the Senior Vice President and Chief Academic Officer of Hahnemann University.

QUALIFICATIONS

Candidates should demonstrate excellence in health sciences education, scholarship and leadership and an extensive background in the planning and implementation of health sciences educational programs. An earned doctorate with credentials for full professor in a University department is required, as is a reputation and record of significant scholarship and research accomplishments. The vision to establish innovative programs in response to a changing healthcare environment is also expected.

APPLICATION OR NOMINATION

Applications and nominations will be accepted until March 1, 1992. Applications or nominations should include a letter of interest and a curriculum vitae. Letters of application or nomination should be sent to:

Dr. Pamela Buccelli

Chair, Search Committee for Dean, School of Health Sciences and Humanities

HAHNEMANN UNIVERSITY

SHSH Building, Mail Stop 505 15th & Vine Streets, Philadelphia, PA 19102-1192 215-448-7176

on University is an Equal Opportunity, Affirmative Action Employer and

Calvin College

Calvin College invites applications for the position of Dean for the Division of Natural Sciences and Mathematics and for the Division of Contextual Disciplines. Responsibilities include administrative leadership in ourfculum and faculty development as well as supervision of certain alcollege programs. Some teaching or research is normally required. Three year term, renewable, beginning August 1, 1992. Send applications, including c.v. and references, by february 15, 1992 to:

Ms. Connie Bellows Director of Human Resources Calvin College Grand Rapids, MI 49546 (616) 957-6495

Calvin College is an equal opportunity, affirmative action employer and invites and encourages applications from women and minorities.

cally interactive electron-donatum and withdrawing substituents. Uses NMR. FTR. UV-VIS-NIR spectroscopy and polymer that film fabrication via state or spectrom-donature or spectraling techniques to perform synthese. Requires Ph. D. degree in Organic Chemistry, Education to include completion of Ph.D. theses in the design and synthesis of oligomeric and conclumeric compounds to study the mechanisms and structure-properly relationships responsible for nonlinear optical properlies in electroactive polymers using IR NMR, UV-VIS-NIR spectroscopies. Hours 8:00 or 4:00 p.m. 40 hours per week at \$2,000 per month salary, Mass have proof of fread authority to author of the polymers using IR NMR. UV-VIS-NIR spectroscopies. Hours 8:00 in 4:00 salary, Mass have proof of fread authority to author of the salary of the

Research/Blothemistry: Staff scientist to pursue research on biomolecular structural investigations of enzyme mechanisms and to teach courses for the Department of Bio-themistry and Biophysics, particularly ad-vanced inhorstory courses. Background in large, scale protein murification, over-

expression, site directed mutagenesu, en-syme kinetics and fermentation and NMR strongh preferred. Must have Ph.D. at feast that years' postductoral training and record of productive research. Send letter of application, curriculum yetse and names of flues referees to. Br. J. Evans. Department of BuckemistryBuphysics, Washington State University. Pulman. Washington 99164-469, WSU is an EU/AA educator and employer. Protected group members are emouraged to apply Application deadline: January 15, 1992.

Research Biochemistry: Research Avustant Professur to conduct independent revearch on the molecular basis of the fatty liver of the reconste. Journal on the rule flayed by monutary lighterol neightensferase. Requires performing sell culture, light ensymbols and separations, and protein purification, as well as methodokogy development and original interpretation of results. No in-class teaching. In D. in Biochemistry with two years outstoctoral experience in light biochemistry and protein purification with rediscently matic assays, sel electrophoresis, purdication of membrane-bound proteins, computer analysis and data interpretation, as demonstrated by published research, 756.000-year, 40 hours) week. Send curriculum vitae to Job Service, 110 West Main Street, Carrison, North Caroling 27510 or your neares; Job Service office. Refer to Job Order &NC 3110483,

DEAN OF FACULTY

- Minimum requirements include:
- Demonstrated competence in teaching and administration at a college level,
 Demonstrated interests. An Earned doctorate.
- trated interpersonal, managerial and communication skills.
- Ability to provide enthusiastic leadership with vision and vigor,
 High ethical standards and personal integrity,
 An understanding of and commitment to the goals and missions of a small, comprehensive college with career-oriented, basic liberal ans

The Dean of Faculty is the chief academic officer at the Columbia campus, reporting to the President of the College in a multi-management team. The Dean will provide leadership for academic planning, curriculum development and assessment, and faculty and support staff recruitment. Additional responsibilities include the direction of the library, evening and summer school programs as well as related, externally-funded programs; administration of instructional budgets; and supervision of academic promotions and tenure.

promotions and tenure.

Columbia College has a solid financial and academic support base with 140 years of service as an alternative institution. It is related, by covenant, to the Christian Church (Disciples of Christ), and uses innovative and fleed-bie models for continued development of a very forward looking nature with a well stated mission and long range plan. The College operates the main campus in Columbia, Missouri, with 19 satellite campuses throughout the world. The student body numbers over 5,000 with over 1,600 in the day and evening programs in Columbia. Presently, all Columbia Columbia programs are undergradulate. the day and evening programs in diege programs are undergraduate.

Salary is commensurate with experience. The application review process will begin March 1, 1992, which is the proposed deadline date for consideration.

Candidates must submit a letter of interest, a statement of hers/his philosophy of higher education and/or faculty development, a current resumé, and the names addresses and telephone numbers of three references to the Personnel Office, Columbia College, 1001 Rogers Street, Columbia, Missouri, 65216. AAVEOE

Research / Biochemistry: Research Asso-ciate Requires Ph.D. in Biochemistry wif at least two years of research experience is the area of ipid metabolism as related to sirnal transduction. Experience should in-clude holation and characterization op-phosphalpids, garagiorides, galactolopids neutral lipids, protein-lipid complexes and

Bulletin Board (202) 466-1050

GEORGE MASON UNIVERSITY DEAN

Graduate School of Education

George Mason University's Graduate School of Education seeks a leater who understands the critical policy and practice issues facing foolay's educators. The dean must help the School and University prepare top quality teachers and educational leaders who can meet the challenges of the 21st century. Conventional academic credentials are less important than demonstrated commitment to public education and a track record of successful leadership and management of people and resources. Successful candidates must demonstrate ability to function effectively in multicultural, globally interdependent environments. Advanced degrees and academic achievements typical of senior faculty are desirable but their absence does not rule out candidates who are otherwise strongly qualified for leadership of the School. Send applications and nominations by February 15, 1992 to Dr. Suzame Swope, Office of the Provost, George Mason University, Fairfax VA 22030. AA/EEO employer.

phospholipases as well as the characteriza-tion of lipid and protein kinases, and animal experimentation, and the use of mass and NMR spectroscopy. The proposed re-search involves studies on membrane lipid metabolism related to causer cell growth using lissue cultures and above techniques and methodologies. Five day, 40 bour/ week, \$21,960/year. Send curriculum vitae and three references in duplicate to: NYS Job Service. Mercie Inhason. Onler

and three references in duplicate to: NYS Job Service. Marcia Johnson, Onler \$40704625.68 West Huron Street, Buffalo, New York 14202.

Research / Biology: Research Associate: Study the interaction between carcinogens and oncogones using Molocular Biology techniques such as southern and northern blot, genomic DNA smplification by PCR, and DNA sequences using PCR machine and computing densitoweter. MS or equivalent in Biology and two years' experience as a Research Associate, Post Doctoral Reliow, or Assistant Researcher required. Reperience must include use of Molocular Biology techniques for research into oacosene musitions. \$27.00year, Sond rétauné to: Philadelphia Joh Bank, 444 North Taird Street, Third Floor, Philadelphia Pennsylvania 19121. Refer to Job Order #4427932.

Research/Chemistry: Research Associate, Post Doctoral 19121. Refer to Job Order #4427932.

Research/Chemistry: Research Associate, Post Doctoral Street, and conduct research (10%). Research undergraduate chemistry coarses (70%) and conduct research (10%). Research for possible sublished in scientific journals, Must have a Ph.D. degree in Chemistry. Must have bablished in scientific journals, Must have a Ph.D. degree in Chemistry. Must have bablished in scientific journals, Must have bablished in scientific journals, Must have a Ph.D. degree in Chemistry. Must have a Ph.D. degree in Chemistry. Must have a Ph.D. degree in Chemistry. Must have bablished in scientific journals, Must have a Ph.D. degree in Chemistry. Must have a Ph.D. degree in Chemistry. Must have a Ph.D. degree in Che

Vice President for Academic Affairs and Research

Dean of the System Graduate School UNIVERSITY OF COLORADO SYSTEM

The Vice President for Academic Affairs and Research and Dean of the Sign-m-wide Graduate School is the principal Academic Affairs and Research officer of the University of Colorado System and reports directly to the President of the University. The University of Colorado is a four-campuse system with general campuses in Boulder, Colorado Springs, and Denver and a Health Sciences Center in Denver. The four campuses enroll over 40,000 students of whom 10,000 are seeking advanced degrees Faculty members at the four campuses currently attract over \$200 million annually in oxternally sponsored awards and grants. The Vice President's office is housed in the Office of the President, located in Boulder.

The Vice President for Academic Affairs and Research works with the four Chancellors and other campus officials in coordinating the development and review of undergraduate academic programs and graduate/professional programs. In addition, this officer is expected to assume a leading role in promoting teaching, research, creative work, and public service within the University System, and in promoting ethnic and cultural diversity. The Vice President also represents the University and its values in a broad array of external

As Dean of the System-wide Graduate School, this individual is the chief academic and administrative officer of the University-wide Graduate School. He or she is responsible for the overall management and effectiveness of the Graduate School programs, is the chair of the Graduate School Executive Committee, and is the presiding officer for meetings of the Graduate School faultly. Specific responsibilities include insuring compilance with University-wide Graduate School standards for faculty appointment and student admission and graduation requirements; approving new degree programs and major modifications in curriculum; promoting cooperative relationships in research and instruction among the campuses and among colleges, schools, and departments; working with campus deans of the Graduate School; promoting eithic and cultural diversity; and resolving multi-campus issues and problems.

Outsiding Hones. The condidate must be an established schools of the least of the l

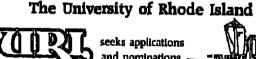
Qualifications: The candidate must be an established scholar, eligible for a remarked appointment and an appointment to the graduate schools earlie, and the must have demonstrated abilities to (a) deal effectively with internal and external constituencies, (b) stimulate faculty research, and (c) promote undergraduate and graduate teaching. Desirable qualifications include: significant administrative and research experience, familiarity with multi-campus university systems, demonstrated success in promoting and supporting diverse populations, and experience in graduate school program development.

Salary: Salary will be competitive and commensurate with experience. The University of Colorado has a strong institutional commitment to the principle of diversity. In that spirit, it is particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

Please sand letter of application, curriculum vitae, and names and addresses of three references or nominations to:

Mark Walt Executive Officer to the President Campus Box 27 Boulder, CO 80309-0027

The search committee will begin evaluating applications and nominations on January 31, 1992.



and nominations for

the joint position of

DEAN of the Graduate School of Oceanography

VICE PROVOST for Marine Programs

The Dean/Vice Provost directs the activities and administers the budget of a leading oceanographic/marine research and educational institution. A distinguished scientist whose research has attracted international respect and a progressive, energetic, and skilled manager is required. Significant experience with ocean research facilities and demonstrated administrative skills in an academic or research setting are preferred. The position requires ability to provide imaginative leadership to promote the state, national and international role of the institution in ocean-order and marine programs. egraphy and marine programs.

The preferred starting date is July 1. 1992. Candidates should supply a curriculum vitae, a letter of interest detailing qualifications and ex-perience, and names, addresses and telephone numbers of at least four references. The committee will begin reviewing applications on January 30. 1992 and continue until the search is completed. Applications from minority and women candidates are especially encouraged. Salary com-mensurate with credentials. Applications and nominations should be addressed to: Dr. Richard J. Gelles, Chair, Search Committee, Upiversity of Rhode Island, P.O. Box G. Kingston, RI 02881-0806.

Research/Chemistry: Research Asadeiato needed to conduct pulsed laser kinetic studies under high pressure, to study reaction rates is liquide of substitution reactions of group Vib transition metal carbon-yl complexes indisted by pulsed laser flash platelysis under high pressure; thermal and photologisted reactions of metalloproteias under high pressure; determination of kinglig and thermodynamic parameters and assistance volumes from high pressure kinetic data. The Research Associate will further design and synthesize organic ligands with chelating properties for kinetic studies

and will be responsible for all stages of laboratory research and development. The Research Associate will also write research results in fuent English for publication and for presenting research results as scientific conferences. The position requires a Fh.D. in Chemistry and the following special requirements: demonstrable ability through prior laboratory experience in the use of wavelength knastic pulsed laser systems; UV and FT-IR spectrometers; normal and high pressure stopped-flow techniques; high pressure stopped-flow techniques, high pressure stopped-flow techniques. Must also have demonstrable ability to use

POMONA COLLEGE VICE PRESIDENT AND DEAN OF STUDENTS

Pomona College seeks an experienced and creative individual to be its Vice President and Dean of Students. Reporting directly to the President, the Vice President and Dean of Students has primary responsibility for establishing a quality and character of student life appropriate to the College's educational goals. The Dean oversees residential and social life, including housing, student activities, the student union, career planning, health and counseling services, student judicial procedures, and the College radio station. The Dean plays a central role in helping the College to achieve both diversity and a sense of community and sits as a permanent member of the of community and sits as a permanent member of the Faculty promotion and tenure committee.

The College seeks a mature person with experience in student affairs in a residential college, a deep under-standing of liberal arts education, and a commitment to diversity. An advanced degree and experience in college teaching are desirable, but not required. Applications should include a curriculum vitae plus a letter describing the applicant's qualifications, experience, and interest in the position. The names and addresses of at least three references should be provided. The College also invites nominations. Applications will be reviewed until the position is filled, however priority will be given to those received by February 3, 1992. Correspondence should be

President Peter W. Stanley Pomona College 333 North College Way Claremont, California 91711

Pomona College is an equal opportunity employer. Women and minority candidates are encouraged to apply.

EXECUTIVE VICE PRESIDENT Planned Giving and Major Fund Development DEACONESS MEDICAL CENTER FOUNDATION

Spokane, Washington

Seeking qualified person with broad experience in Planned Giving (trusts, annuities, etc.) and stimulating major gifts.

Hospital is a pioneer, expanding institution with excellent area-wide accep-tance. Located in an area of quality living and lifestyle. Desired qualifications include: evidence of accomplishment and knowledge in subject area, excellent written and oral communication skills, bachelor's degree required. Salary and benefits competitive. Please send resume and qualifications before February 1, 1992 to:

Robert W. Peters, Vice-Chairman Search Committee 6104 S. Stone Spokane, WA 99223

An equal opportunity, affirmative action employer

HURON UNIVERSITY VICE PRESIDENT FOR ACADEMIC AND STUDENT SERVICES

Huron University is a private, independent coeducational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD, Stoux Falls, SD, and London, England.

Rasponsibility in the Vice President for Academic 8. Student Services reports directly to the President and its responsible for all academic and student service activities of the University. Units reporting to the Vice President for Academic 8. Student Services are the Schools of Business, Nursing, Arts 8. Science, and Education 8. Hurnan Services are the Ethrary, Student Services, and the Registrar.

Qualificationary FID., EdD., or D.BA. from a regionally accredited institution; Minimum of 5 years of progressively responsible administrative experience in higher education Excellent Interpersonal and communication sidils; Experience in the private independent higher education environment A record of academic and scholarly achievement.

Applications Norminations and epplications must include the following Letter of applications in the stan February 7, 1992. Applications in homitations should be received to locate than February 7, 1992. Applications should be academical Dr. R. John Reynolds, President, Huron University, 333 9th Street SW. Huron, SD 57350. EOEMF.

schienk technique vacutum iine and slove-box operation, handling air-sensitive mate-rais and toxic chemicals, and computer-ized data sequisition and analysis. The po-airion is full-time, 40 hour per week at a assary of \$22,000.00 per year, job Order Number 2817313. Contact Utah job Serv-ice, 5735 South Redwood Road, P. O. Box 11750, Sait Lake City, Utah \$4447-0750. Employer is an EEO/AA employer.

ResearcivChemistry: Research Associate in inorganic Chamistry. Hours: 40 per week, 9 a.m. to 5 p.m.; Sala yr; 225 000 per year; Requirements: Ph.D. in Inorganic Chemistry; Two publications in professional journals on transition—ment chaicognistes in which, such techniques as IR. NMR and EPR spectroscopy tunce been meet) performed research on air sensitive compounds and studies reaction mechanisms. Duties: Perform research in soluble Iransition—metal chakonendes chemistry: a) Synthesia and characterization of new transition metal chalcogenides using the techniques of infure-ed (IR). Nuclear Magnetic Resonance (NMR) including multi-puctear

A Bulletin Board notice will quickly put you in touch with the best prospects

for the positions

you have available.

and temperature variable NMR. Electron Paramagnetic Resonance (EPR) and Ultra Violet Visible (UV) apectroscupy, and single crystal X-ray diffraction; and b) Study the electron transfer reactions in metal chalcogenides. Send resumes to: Illinois Department of Employment Security, 401 South State Street, 3 South, Chicago, Illinois 60663, Attention; Mary Milles, Reference & V-IL-3624-M, No Calls, two copies of your resume required, Must have proof of legal authority to work permanently in the United States. An Employer Paid Advertisement.

Research Associate. Conduct specialized research and leach courses in Department of Electrical Engineering. Perform research sorts the survolving the labeled and electrical characterization of sovid quantum well framistors. Requires Fab., in Electrical Engineering and one year of experience in the position offered or as an Assistant Professor. Requires at least two years or gre or post straduction research of the position of the survey of devices using a contact mask aligner, as a survey of the survey

Marietta College

Provost and Dean of the College

Marietta Cullege invites applications and nominations for the position of Provost and Dean of the College.

The College: Maricula College is a private, non-sectarian liberal arts college with a primarily residential enrollment of 1,300 and a 13:1 student-faculty ratio. The College houses the sixteenth oldest chapter of Phi Beta Kappa and has recently been ranked the "Number I regional liberal arts college in the Midwest by U.S. News & World Report. The College has a wide variety of traditional liberal arts majors, special curricula in petroleum engineering, sports medicine, and mass medis, and two master's degree programs. Through its McDonough Center for Leadership and Business, the College is committed to the cross-curricular development of citizen-leaders.

The Position: The Provost and Dean serves as the chief academic officer, reports directly to the President and is a member of the President's cabinet. The Provost and Dean oversees the College's undergraduate, graduate, and continuing education programs and guides the on-going development and enhancement of the Marietta Plan of general education.

The Candidate: The preferred candidate will be eligible for appointment as a full professor, will have an carned doctorate, a demonstrated commitment to undergraduate teaching in a residential liberal arts setting, and relevant administrative experience.

Initial screening will begin on February 17, 1992. The new Provost and Dean of the College should be prepared to begin his or her duties no later than August 1,

Please send applications or nominations, including a curriculum vitae and three letters of reference to:

Professor Peter Hogan, Chair Provost and Dean of the College Search Committee Box P-27 Marietta College Marietta, Oli 45750-3031

Mariella College is an affirmative action and equal opportunity edu-cator and employer. Women and minorities are encouraged to apply.



VICE PRESIDENT FOR RESEARCH AND DEAN OF THE GRADUATE SCHOOL

NORTHWESTERN UNIVERSITY EVANSTON AND CHICAGO, ILLINOIS

The Vice President for Research and Dean of The Graduate School is a senior central administrative position with broad responsibilities for sumulating and facilitating graduate education, research, and scholarly activity throughout the University. The Vice President administers the Office of Research and Sponsored Programs, which manages a large and growing funded research program. The Vice President also supervises the technology transfer program and the Office of Research Services Administration which is responsible for the research infrastructure. The Vice President fosters interdisciplinary initiatives and oversees most major research centers. As Dean of The Graduate School the Vice President oversees more than 80 advanced degree programs enrolling approximately 2500 graduate students. The Vice President serves as a member of the President's staff and of the Dean's Council. For full consideration, nominations and applications should be sent by February 1, 1992, to:

> Professor Thomas D. Cook Northwestern University 2040 Sheridan Road Evanston, Illinois 60208

Northwestern University is an Equal Opportunity/Allitmative Action Employer and Especially Welcomes Applications from Women and Minorities

BULLETIN BOARD: Positions available

ASSOCIATE PROVOST **ENROLLMENT MANAGEMENT**

The University of Payton invites applications and normalitions for the position of Associate Province for fundiment Atmagement. Persons seeking this position should be prepared to conclude to the mission of the institution akey member of the University's planning and management team.

a key member or in Critices by Spanning and American The University: The University of Payton, a Cathola crostin atomat Simuot founded by the Society of Mary (the Mananesist in 1870), others a institution founded by the Society of Mary (the Mananists) in 1670, ofters a wide variety of undergraduate programs as well as numerous masters and several doctoral programs to recarly 11,000 students. Over is 000 full-time indegraduates are emolled to the College of Arts and Sciences, the School of Business Administration, the School of Education, and the School of of Business Administration, the School of Frita atom, and the School of Lighteering. The University of Chaylon is the Lagest independent university in the State of Otino, and the eighth largest Catholic university in the nation. Included in the edge of the city, the 102 acre campos ofters a rechlering and learning environment to an essentially residential student body. The Daylor metopolitical area has apopulation recover 900,000 and others many cultival. enquinal, and educational amenties.

The Position: The Associate Provest for Encodiment Management reports

brestly to the Proyest and is responsible for the overall immagement and directly to the Process and is responsible for the overall management and leadeship of all aspects of indegraduate student recruitment, admission, scholarships, and maniful and. The citrallinent management from include four espection verifies tors and torty dedicated professionals. As a member of the President's Educational Condensing Control and the Process's Council, the incression action and upates in major Oniversity decision analong. The Associate Provist is responsible for all budgets under his or her supervision

d coordinates retention studies and planning. Qualifications: Candidates must have substantial experience in the Anguest and undercentation of ter optosest and enrollment stategies, a decomment and important areas of the scales to plan and supervise targe budgets, especially in the area of from rel and. Cambidates should be able to empathize with the colorational and adjacent additions of the University, and be able to project its strength and character to a diverse climitely. Cambidates must have a bachelor's degree, with preference given

to godulate degree holders.

Applications and Nominations: The commutee will begin review of applications and nominations on February 20, 1900, and all the commutees will be a possible to the commutee will be a possible to the polications and manifestions on February 20, 1992, and will continue its behierations until the position is filled. The goal is to have the successful andidate high service by June 1, 1992, it possible. To be considered for the ment, candulates should submit a better of apple ation, a resumé, and allst of tour references to:

Patrick F. Palermo, Ph.O. Chair, Search Committee for Associate Process for Enrollment Managemen Box 36 14, Ouwersity of Dayton, Dayton, O14 45 469-16 9



The University of Dayton

the University of Parties is an Equal Opportunity Amountain. Action Employee

VICE PRESIDENT FOR **ACADEMIC AFFAIRS AND PROVOST** University of South Carolina

The University of South Carolina Invites applications and noninations for the position of Vice President for Academic Alfairs and Provost. The University, lounded in 1801, is the nation's oldest continuously supported state university. Today the University is a dynamic rune-campus publicly-assisted system with a total enrollment of over 40,000, including 25,000 on the USC-Columbia campus of whom mure than a third are graduate students. Firmly based in the liberal arts and sciences, the University consists of 17 colleges (including medicine and law) at Columbia, five regional campuses and time four-year campuses distributed throughout the state.

The Vice President for Academic Alfairs and Provost is the chief academic

officer and second ranking officer of the University of South Carolina System, acting for the President in his absence. Responsibilities include

•leadership in the formulation of academic policy, coordination of teaching, research and public service programs,

•supervision of the allocation of resources in all academic and academic

supports on or the allocation of resources an all between the appropriate support areas;
 formulation and implementation of policy with respect to employment, promotion, tenure, and faculty development, and
 representation of the University before external bodies, such as the South Carolina Commission on Higher Education and the Budget and Control

The University seeks a candidate who has

academic credentials in teaching and scholarship suitable for the rank of professor at a major university;

significant accomplishments in academic administration including sensitivity to issues of gender and ethnic diversity; and

vision and ability to lead the University of South Carolina's continuing development as a major multi-campus public university.

relopment as a major multi-campus public university

Applicants should submit a letter of application that contains a brief statement of educational philosophy, and a curriculum vitae that includes administrative experience, research and teaching, and references. Candidates should be aware that the University may contact any references given, and that applications and nominations and accompanying materials may be treated as matters of public record.

The University seeks to fill the position by July 1, 1992 Applications and nominations will be accepted until a successful candidate has been selected. Applications compositions and applications compositions and applications. tions, nominations and inquiries should be addressed to:

Professor Donald J. Greiner, Chair Vice President for Academic Affairs and Provost Search Committee do Ofice of the Provost

The University of South Carolina is an Affirmative Action, Equal Opportunity institution and employer Women and minorities are encouraged to apply.



Research/Molecular Biology: Manhattan: investigate the provide hormone sense expression by celled AMP and other factors. Totalial DNA regulatory retainst will be mutated and closed into successorie expression species in order to snally ze 1) their postible function in cyclin AMP regulation of aghe expression and 2) likely interactions was appealed DNA biologa proteins. These specific proteins involved in regulation of

gnowth hormune gene expertation will be purified and further characterized Laboratory and scientific techniques to be used by the employee will include itssue culture. DNA choring and sequencing, electroporation, FCR, analysis of DNA-protein interference, and affinity and immunological procedures for protein purification and characterization. M.D. or Ph.D. in medicine/molecular biology and one year's experience required. Position requires a demonstrated record of independent research in DNA cloning and sequencing transfection. FCR, published research in immunological and related affinity techniques for protein purification and characterization, knowledge of medical and blockenscal aspects of regulation of growth hormono gene expression.



EXECUTIVE VICE CHANCELLOR

Virginia Community College System Richmond, Virginia

The Virginia Community College System includes twenty-three colleges with thirty-four compuses providing comprehensive educational services to defined service regions within the Commonwealth of Virginia. The State Roard for Community Colleges is the governing budy for the System, with services provided by the System's Office. For 1991-92, an expected 74,723 FTES will be served with a System-wide budget of \$263 million.

The Virginia Community College System invites applications and nonmations for the position of Executive Vice Chancellor. This individual will act as Chief Operations Officer responsible to the Chancellor for the administration of the system-level divisions of Budget. Data Services, Facilities Planning and Engineering, Finance, Instructional Programs and Student Services, Human Resources and Affirmative Action, and Research and Planning. In the absence of the Chancellor, the Executive Vice Chancellor assumes the responsibilities of the Chancellor.

Candidates should demonstrate a thorough knowledge of the principles of administering and supervising comprehensive divisions of higher education institutions. Excellent interpersonal and communication skills are essential. Experience in public sector higher education and experience as a senior administrator on a community college campus are required; presidential experience is preferred. An carned doctorate in an appropriate field is required. Compensation is commensurate with experience and qualifications.

Resumes of experience and qualifications, including those from numinees, must be received by 5:00 PM. February 14, 1992 at the following address:

System Office Human Resources Department Virginla Community College System 101 North 14th Street, 16th Floor Richmond, VA 23219

The Virginia Community College System is an Equal Opportunity, Affirmative Action Employer and actively seeks applications from women

PROVOST

WAYNE STATE UNIVERSITY is a Carnegic national research university with a comprehensive urban mission. Its 34,000 students study in twelve schools and colleges offering more than 300 majors and academic programs. Many of its programs are nationally ranked. The Wayne State faculty have a tradition of excellence in teaching and scholarship. External research funding exceeds \$56 million, and faculty are strongly competitive for research support. Located in Detron's Cultural Center, the University principally serves students from the metropolitan area, but also enrolls students from most states and about 40 foreign nations.

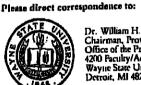
The Provost is the University's chief academic officer.

The Provost is the University's chief academic officer.

The deans and academic directors report directly to the Provost, as does the Vice President for Research. The Provost is responsible for educational policy, academic personnel decisions, the development of curricula, and the stimulation of research. In addition, the Provost provides leadership for those public service activities which are educational in character and represents the University on various public and private bothes closely related to the University's academic mission. The Provost also represents the University to other constituencies at the request of the President.

Wayne State University is a constitutionally autonomous public institution governed by an eight-member Board of Governors elected by the citizens of Muhigan. Acting through the President, the Provost has the responsibility to present academic pulicies and issues to the Board of Governors.

Wayne State University seeks nominations and applications for Provost of the University. The Institution is an affirmative action, equal opportunity employer which seeks to consider minority people and women for its senior administration positions. Review of candidates will begin by February 1, 1992 and continue until a suitable candidate has been identified.



Dr. William H. Markus Chairman, Provost Search Committee Office of the President 4200 Faculty/Administration Building

WAYNE STATE UNIVERSITY

Equal Opportunity, Affirmative Action Employer.

Research/Molecular Biology; Research Annociale, 40 pours/week, 8:30 a.m.-5:00 p.m., \$30,000/wear. Set up and supervisa molecular biology inbonatory. Develop techniques related to in situ hybridization, polymerase chain reaction, Northern blotting, Southern blotting and DNA clooling in the Department of Pathology. Usa these techniques for smalysis of genetic, malignant, inflammatory pediatric pathology. Collaborate with other staff members of Pathology in research related to these topics. Ompoing projects include analysis of cytokine gape expression in inflammation, transplant rejection and necrotizing enterpocates and oncogene expression in personal transplant rejection and necrotizing enterpocates and oncogene expression in neuroblastoma. Ph.D. in Molecular Biology as well as two years' experience as a Research Asyociate or Medical Researcher required. U.S. or Foreign Medical Degree will be accepted in lieu of Ph.D. Previous experience must include localization of gene expression by in the hybridization. Applicant must have at least two published articles in the Brild of molecular biology, Must have stood of least authority to work permanentive in the U.S. Send two copies of your resumed to: Illinois Department of Employment Security. All South State Street-1 Jack Schaffer, Reference #V-11_4214-1. No calls, an employer paid advertisement.

and research on antiidintypic monoclooal antibodies, 40 hour week, 523,005 per annum, Send leiter or résumé in duplicate to BA-#178, Room 501, One Main Street, Brookiyn, New York 11201.

Research/Molecular Biology: Research Associate, 40 hours/week, 8:30 a.m.-5:00 p.m. Stipend, 518,800 per year drug administration, measurement of respiratory rate, tidal volume, ECG and BF in experimental animals; can be puter-based behavioral tests and development of behavioral models; and computer to the province of the

Research/Pharmacology: Research Associate, Will perform cardiovascular research
involvina mechanisms by which pharmacological seems; reduce ischemiare perfusion
injury in different animal models using
whole animal research techniques: Including surgery, use of polygraph; coultor
counters. Will independently design and
carry out experiments and statistically anafyze the data by use of computers. Will help
supervise technicians and graduate sudents and take partial responsibility for all
research projects in the laboratory. Requiries Ph.D. or completion of all requirements for Ph.D. degree in Pharmacological
decision of include competion of two
years research in the pharmacological effects of cardiovascular drugs including use
of polygraph, coulter counter, and erairfune using animal surgery lechniques to enalyze and interpret experimental data.
Hours: 8:00 a.m.-5:00 p.m.-40 hours per

PENNSTATE Fayette

Fayette

Fayette

Fayette

CAMPUS EXECUTIVE OFFICER

The Pennsylvania State University is seeking qualified candidates for the position of Campus Executive Officer (CEO) for its Fayette Campus. The CEO is the chief administrative officer of the campus and is responsible for administering all of its University programs. The CEO is also responsible for maintaining close relationships with the communities in the campus service area.

The Fayette Campus, a 200+ acre rural commuter campus, serves a five-county area located in the scenic Laurel Highlands of Southwestern Pennsylvania. The diverse student hody is comprised of more than 900 associate and baccalaureate degree seeking students. An additional 4,000 members of the community take advantage of the excellent curriculum of Fayette's continuing education program. Penn State Fayette offers baccalaureate degree programs in Nursing. Administration of Justice. General Arts and Sciences, and the first two years of more than 100 other undergraduate degrees. It also offers 13 associate degree programs and has enjoyed a positive growth ever since it was founded over 25 years ago. The faculty and staff of the Payette Campus are highly motivated and dedicated to the University's mission of maintaining a standard of excellence in teaching, research, and

· Candidates should have an earned doctorate, several years of experience in college und/or university teaching and substantial experience in goadenic administration. Send two copies of resume

> Dr. John Leathers Assistant Vice President Commonwealth Educational System III Old Main Building, Department CHE University Park, PA 16802

Application Deadline: Monday, February 17, 1992, or until a

An Affirmative Action/Equal Opportunity Employer Momen and Minorities Encouraged to Apply.

Rutgers, The State University of New Jersey **VICE PRESIDENT**

FOR STUDENT AFFAIRS

Rutgers University invites nominations and applications for the position of ... Vice President for Student Affairs. Ruigers University is a comprehensive public research university with campuses in Carrudon, Newark, and New Brunswick. The Office of the Vice President for Student Affairs will be located in New Brunswick. The University enrolls over 47,000 students in 26 schools and colleges.

ty enrolls over 47,000 students in 26 schools and colleges.

Dutles: Reporting to the University Vice President for Academic Affairs, the Vice President for Student Affairs will provide advice and coordination of all issues relating to student Affairs. Services for which the Vice President for Student Affairs, Student for Student Affairs, Student Activities and Programming, Student Conduct, Student Activities and Programming, Student Conduct, Student Activities Centers, Minerity Affairs, Student I Activities Centers, Minerity Affairs, Student I Resident Services, Orientation Programs, Gay and Lesbian Services, and Disabled Student Services. The Vice President for Student Affairs will also work closely with the Provosts and Deans of the three campuses to strengthen the University's cocurricular experience for students and to improve the general quality of the student experience at Rutgers. The candidate will also develop and articulate student issues that have college, campus, and university-wide implications.

Implications.

Qualifications: Earned doctorate preferred. The successful candidate should have at least tive years of administrative experience at a supervisory level. He or she should have demonstrated experience and ringoling commitment to fostering a multicultural community. He or she should possess strong leadership and management skills and be able to work effectively with faculty and administrators to build a successful student life program. An ability to work well within a collegial governance structure is essential. The candidate should have experience in planning, implementing, and evaluating programs and services that enhance student life and embody academic values. Letters of application or nomination, including a current vita and the names, addresses and telephone numbers of five references should be sent to:

Search Committee Vice President for Student Affairs Old Queen's Building, Room 101



Employment eligibility verification required

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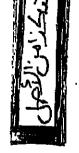
week at \$20,873.00 per year salary. Please send rémané to: Milwankee Job Service Of-fice, 819 North 6th Street, Milwankee, Wis-consin, 3203, Attention: Bernice Kim-brough, Telephone Number: (414)27-422, Case #920027, Job Order #0556034, An Employer Paid Advertisement.

Research / Physics: Research Associate.
Ph.D. (High Enersy Heavy Ion Physics)
with two years' experience in using scatterias microscope to measure and analyze median experience in using scatterias microscope to measure and analyze median technique to analyze high multiplicity data from Accelerator beams. Send resume to Dr. P. L. Jain, Department of Physics, 239 Fronczak Hell, State University of New York at Buffalo, Buffalo, New York 14260, SUNY is an Equal Opportunity, Affirmative Action Employer.

transport in thin film and disordered met-als. Specific duties include: I) design and makalah jihra-high vacuum deposition sysmaintain ultra-ligh vactuum deposition systems, and low temperature physics appearius; 2) design and uperation of computer based data acquisition systems; 3) design and uperation of computer based data acquisition and measurement of physical properties (low temperature heat capacity, superconducting T_c, 1_c, and 1_c, resistivity, magnotressistivity, infrancy power, it sill effect) of thin films and disordered metale; 4) supervise and train graduate and undergraduate students in these research projects; 5) supervise and coordinate technical staff working on these projects; 5) preparation of research reports, publications and proposals. Salary 128,212 per year, 48 hours per work. Requires Ph. D. in Physica. Apply at the Jezes Employment Commission, Styan, Texas, or send resume to the Texas Employment Commission, Styan, Texas, or send resume to the Texas Employment Commission. TEC Building, Austin, Texas 78778, job order 6521705. Adverse Continuation of the Period Commission of the Texas Employment Commission.

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ASSOCIATE VICE PRESIDENT

FACULTY AFFAIRS AND ~PROFESSIONAL DEVELOPMENT

San Francisco State University

San Francisco State University seeks applications and nominations for the position of Associate Vice President for Faculty Affairs and Professional Levelopment. The university is a member of the California State University system and is a comprehensive institution of more than 20,000 students and approximately 1,803 full- and part-time faculty. It is located in a cosmopolitan urban setting and draws students from diverse ethnic, cultural, and social leakgrounds. The university has a strong commutation to affirmative action and encourages woment, members of all ethnic groups, and people with disabilities to apply.

The AVP for Faculty Affairs and Professional Development reports to the Vice President for Academic Affairs and is responsible for all maners pertaining to faculty employment. Included in the responsibilities of this position are review of all tenure track hiring, retention, tenure, and promotion recommendations from the eight schools; supervision of recommendations for all other faculty personnel actions; oversight of the faculty recraitment process; coordination of various faculty is evelopment programs; administration of the collective bargaining agreement for faculty; maintenance of the official faculty personnel files and of the Faculty Affairs Information and Reporting System (AAIRS) database. Responsibilities within employee relations include providing assistance, information, and training to faculty, chairs, and deans; responding to internal and external requests for information about the faculty and university policies and procedures; serving as a representative for faculty concerns; facilitating informal resolution of faculty complaints whenever possible, and following formal grievance, disciplinary, and arbitration procedures whenever necessary. The AVP for baculty Affairs and Professional Development serves as liaison with the Chamcellor's Office of the California State University and with the other 19 campuses in the CSU system on matters relating to faculty affairs, he/she also serves as a nember of the Faculty Affairs and Professional Development publishes a regularly updated Faculty Affairs and Professional Development Office is supported by an Professional Development Office is supported by an

The Faculty Affairs and Professional Development Office is supported by an Associate Dean and a staff of three positions.

Associate Dean and a statt of three positions.

Candidates for the position should have an earned doctorate from an accredited institution; a record of scholarly productivity, professional leadership, and university teaching experience; a history of administrative achievement; and the ability to work effectively with faculty and administrative staff. As a tenurable faculty member, the AVP for Faculty Affairs and Professional Development is expected to maintain his or her academic skills in the areas of teaching and research. The salary range is commensurate with experience and qualifications. This position is included in the California State University Management Personnel Plan and a liberal benefits package is provided. Application Deadling: Nominations and ambigations should be in the Application Deadline: Nominations and applications should be in the form of a letter with names and addresses of at least four references, a professional résumé, and a brief philosophical statement reflecting the applicant's educational and administrative philosophy. Review of applications will begin rebruary 1, 1992 and continue until the position is filled. The duties of the position commence at the beginning of fall semester, 1992. Applications and supplementary materials should be forwarded to:

Chair, Search Committee for the
Associate VP for Faculty Affairs and Professional Development
Office of the Vice President for Academic Affairs
San Francisco State University
1600 Holloway Avenue
San Francisco, CA 94132

An Equal Opportunity, Affirmative Action Employer



VICE PRESIDENT FOR BUSINESS AFFAIRS

Roanoke College seeks applications and nominations for the position of Vice President for Business Affairs.

The Position: The Vice President for Business Affairs is responsible for management of all fiscal matters of the college, administrative services, and physical plant operations. The Vice President, as the chief Pasiness officer of the college, reports directly to the President. This person also serves as Treasurer of the Board of Trustees as funds custodian, and in this role reports to the Chairman of the Board.

custodain, and in this role reports to the Chairman of the Board.

Qualifications: MBA, MPA, or equivalent graduate degree desirod.

Demonstrated knowledge of the practices of business administration, accounting, financial management, investment, and budgetary processes. Demonstrated success as a manager of people. Demonstrated commitment to providing service in support of institutional mission. Strong skills as a communicator, both orally and in writing. Understanding of the private college environment. Demonstrated commitment to working effectively as a member of a management team.

Salary: Salary and benefits are competitive.

The College: Roancke College, founded in 1842, is the second-olders.

Salary Salary and beneaus are competitive.

The College: Reanake College, founded in 1842, is the second-oldest of the Lutheron-affiliated private liberal arts colleges. It has an encollment of 1500 FTE students, 26 major programs, a student-faculty ratio of 150 FTE students, 26 major programs, a student-faculty ratio of 150 Million, and the current market value of its andowment is \$25 million. The College has enjoyed recent growth in both student quality and environments of 5x tracerost tracerost. by U.S. News & World Report as the top up-and-coming liberal arts college in the South.

Applications: Please send a current vitae, a letter of application, and the names and addresses of three references not later than 24 January 1992, tor Dr. Gerald W. Gibson, Chair, V.P. for Business Affairs Search Committee, Roanoke College, Salem, Virginia 24153; (763) 375-2203. AA/EOE.

Rasearch/Plant Pathology: Research Associate. To ayeers mildew development, based on goldemiological components and mildew progress curves in wheat. To assess the offectiveness of mildew resistances based on analyses of grant yield and yield components. To use quantitative models to ostimate gene number and gene action for mikew resistance in wheat. Ph.D. degree in Plant Breeding/Genotics, Plant Puthology or related area, 40 hours/week, Houra 8-33, 7-8658/year plus frings benefits. Over-time/soil available. To apply: Mail or brand carry resume with copy of add attached.

To: VEC, Department 3008, 1202 Franklin



Creighton University ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT

(Title Reclassified)

Creighton University, in recognition of the scope of background and experience necessary to successfully implement its fund-raising goals and objec-tives, has expanded its search for a chief development officer, and seeks to recruit an Associate Vice President for Development.

Reporting to the Vice President for University Relations, the Associate Vice President for Development will work closely with the President, the Board, and the Vice President in conceiving and implementing strategies for more comprehensive and targeted fund-raising efforts. The Associate Vice President's chief responsibilities will be in planning and conducting an enhanced fund-raising and stewardship program as Creighton readies for new capital initiatives in the context of ongoing annual programs. The develupment department is comprised of annual giving, major glifs, corporate and foundation relations, planned giving, prospect research and development services. The Associate Vice President manages the professionals assigned to these areas.

Private, independent, Catholic and Jesult, Creighton is a comprehensive, coeducational university of three colleges, five professional schools, a graduate school and a summer sessions program. The 70-acre campus of this 6,000-student university is situated in Omaha, Nebraska, a metropolitan area of more than 600,000 people. The University enjoys a growing national reputation and the loyalty of a network of more than 40,000 alumnt living worldwide. In 1990, Creighton celebrated the conclusion of a campaign which raised \$102 million. The post-campaign year produced \$9 million in 1991.

Viable candidates should have at least seven years of fund-raising leader-ship experience with a proven level of achievement in internal management of programs and people as well as in solicitation settings. Professionals with specific experience in capital campaign funit raising in an educational context with additional background in annual fund, corporate and foundation relations, anxiotr planned giving will be given first consideration. A bachelor's degree is required, an advanced degree is desirable. Excellent skills in communication, organization and leadership are essential as is an understanding of and appreciation for a private Catholic, Jesult university.

Review of nominations and applications will begin immediately and con-tinue until the selection of the candidate of choice. Materials of introduction should include a cover letter relating specific experience to this position and

Nomination and application materials should be sent to:

Martha Z. Stachitas Vice President Executive Search Barnes & Roche, Inc. Building Three, Suite 110 919 Conestoga Road Rosemont, PA 19010 FAX: 215-527-0381



THE UNIVERSITY OF IOWA Vice President for Research

The Vice President for Research promotes and facilitates research and scholarship and fosters their excellence, strengthers relationships with public and private agencies that support research and other scholarly andeavors, advances the role of the University in economic development develops research agreements; and formulates and implement policies regarding research, patents, copyrights, and intellectual property rights. The Vice President reports directly to the President.

The Vice President should have an established record of research accomplishment and the capacity to promote research and scholarship and foster their excellence in all areas of a comprehensive research university. Administrative experience is a highly desirable qualification it is not an absolute prerequisite. Candidates must have the ability to communicate university policies relating to research to all of the University's constituencies, both internal and external. It is important that the Vice President have extensive experience and familiarity with funding agencies.

The Vice President is expected to have a Ph.D. or equivalent degree or achievement, and proferably also experience as a major research organization. It is also preferred that the Vice President quality for tenure in a University department. The President and the Search Committee are particularly eager to identify qualified women and minority candidates.

cancedares.

Founded in 1847, the University of fowa is a major public research university with a long-standing controllment to teaching, research, and service. The University of lowa affords an ambience and rich intellectual climate characteristic of an AAU institution. The campus community is made up of 1,700 faculty, 10,000 staff, and 28,000 students. His torical and innovative work in the fine and performing arts makes the University a major cultural canter for eastern lowa and Western fillnois, lowar boasts the largest university-owned teaching hospital in the country and serves as a terdary health care center for the state.

The faculty have brought \$1.6 billion in research funding to the University since 1966 (\$140 million in 1991) in such areas as cystic fibrosis, atmospheric pollution, space physics, blodegradable plastics, gane mapping, laser science, and ethanol as a future

The preferred starting date is on or about July 1, 1992. Nominations will be accepted until the position is filled. Screening will begin immediately, Please send nominations or applications to

Professor Alice B. Ruiton, Cheir Search Committee, Vice President for Research 103 Jessup Hal The University of Iowa Iowa City, IA 52242

The University of lows is an equal opportunity and affirmative action employer.

ence and recent experience in appervising student teachers. Doctorate required, Middle achoolisecondary background preferred. The successful applicant must have a strong commitment to arrivate liberal arts university. Send letter of application, vita, and 3 letters of ecommendation to Dr. Antig McClain, Rongation Division Chair, Pacific University, Perest Grove, Oregon 97116. Application deadline: February 1, 1992. Pacific University is an EOB. Sedimentology: Sedimentologist / Department Road. The Barth Science Department of Nicholis Siste University invites applications for a tenure-track position in aedimentary petrology to be filled at the department head-professor level effective Pall Senseter, 1992. The position requires a Ph.D. Responsibilities include undergraduate teaching in sedimentary petrology, stratismaphy, field methods, and introductory courses, as well as administrative duties. Salary range is \$44,000 to \$48,000. Seod résumé, three recent letters

Bulletin Board (202) 466-1050 UNIVERSITY OF WISCONSIN



Assistant Chancellor for Student Affairs

The University of Wisconsin-Platteville invites nominations and applica-The University of Wisconsin-Platteville invites nominations and applica-tions for the position of Assistant Chancellar for Student Affairs. The University of Wisconsin-Platteville, founded in 1866, enrolls 5,200 stu-dents in primarily undergraduate programs leading to degrees in ega-neering, the arts and sciences, agriculture, education, and business, in-dustry, and communication. The campus is located in scenic southwest Wisconsin's largest and most historic community. The university is home to the Wisconsin Shakespeare Festival, and is recognized as a cultural and educational center for the tri-state region of lowa, Illinois, and Wis-consin.

Job Description: The Assistant Chancellor for Student Affairs is the chief administrative officer of the Division of Student Affairs and reports directly to the Chancellor. The Division contains the Center for Student Development (University Counseling Services and Testing Center, Multi-Cultural Services, University Placement Services, Special Services, University Tutoring Services, and the Women's Center), Auxiliary Services (Student Housing, Student Center, Center for the Aris, Dining Services, Health Services, and the Child Care Center), and Intercollegiate Athletics.

The Assistant Chancellur for Student Affairs is responsible for the effective management of all departments within the Division. The individual who occupies the position is expected to provide leadership and supervision for the division's directors, serve as student conduct officer, faditate the programs that meet the needs of a diverse student population, work cooperatively with the Student Senate and other student organizations, encourage student involvement in the life of the campus, and promote a campus environment of learning.

Qualifications: The position requires a master's degree; a doctorate is preferred. The ideal candidate will have demonstrated managerial skills and credentials including a minimum of five years of successful administrative experience in Student Affairs; commitment to campus-wide pluralism; and a demonstrated ability to work with students, faculty, slaff, and the general makes. and the general public.

Salary: Competitive. Nominations and Applications: Position begins July 1, 1992. Peadline for receipt of nominations and applications is February 7, 1992. Complete application consists of a letter expressing interest and highlighting qualifications, a current resumé, and the names, addresses, and phone numbers of four references. An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date. Send nominations and applications to: inations and applications to:

Mr. Al S. Thompson, Jr., Chair Search Committee for Assistant Chancellor for Student Affairs University of Wisconsin-Platteville 303 Brigham I fall Platteville, WI 53818 Fax 608/342-1212

The University of Wisconsin-Platteville is an EECVAA Employer and actively seeks applications from qualified minority and women appli-

KANSAS CITY ART INSTITUTE

Vice President for Academic Affairs

Kansas City Art Institute, a leading from-year private, independent college of art and design awarding the Hachelor of Fine Arts degree, invites nomina-tions and applications for the positron of Vice President for Arademic Allais.

The successful candidate for this position should show evidence of excellent communication skills, service as an advocate for education in the visual affi, appreciation for the special weeks of artists/educators, enjoy a team oriented environment, possess strong interpersonal skills, and have an administrative style that is effective with faculty and students, as well as senior administrations. He or she must have a terminal degree, at least four years' teaching experience at the collegiate level, five years' upper level administrative experience in higher education, and have maintained a professional record in the area of specialization.

The Vice President reports to the President and is responsible for providing academic, professional and administrative learlership to the College's academic departments and other educational programs. The Vice President also will work closely with three other Vice Presidents to carry out the mission of the college, which is to be leader in visual arts and design education by preparing gifted students for lifetong creativity through intensive interaction with preeminent faculty and facilities and by sumulating active public awareness, support and participation in the visual arts. A tession.

ness, support and participation in the visual arts & clesign. founded in 1885, the college enrolls approximately 550 students representing the 50 states as well as several foreign countries. The faculty includes in excess of 40 full-time members, some of whom are internationally recentived, and an average of 30 part-time members, with the enhancement of more than 45 visiting artists and scholars who are invited to the campus each year. Instructional departments include foundations, liberal arts, ceramics, design, fiber, painting/printmaking, photography/video, sculpture, and intermedia. Located on a 15-acre growing campus in the cultural heart of Kansa City, the College provides a rich artistic and developmental environment for learning and leadership.

Review of applicants bugan July 1 and will continue until a successful candidate is selected. Sund nominations or letter of application, resume and 5 references we may contact to:

Kansas City Art Institute V.P. for Academic Affairs Search c/o Human Resources 4413 Warwick Boufevard Kansas City, MO 6411

Kansas City Art Institute is an Equal Opportunity Employer.

disciplinary Social Science, or in a topical area that relies upon the systematic use of toward disciplines, or in one discipline with armanate training in at least two telest; [2] training in a range of quantitative and qualitative methods, preferably with a strong appunding in ethnographic techniques, applications associated with the "linguistic turn" in social pelence, and integrative strategies such as meta-analysis; [3] teaching and research experience focusing on the

juvenic justice system; (4) familiarity sith and interest in culturally diverse schools, especially at the elementary level. April by March 15, 1992. Contect Dr. Loss Flyanes, Chair, Social Science Hurist Continues, San Francisco, State University, 1607 Holloway, Avenue, San Francisco, Calafornia 94/132. Social Works Graduate School of Social Work, position announcement. Teams

BULLETIN BOARD: Positions available



California State University Fresno

An Equal Opportunity, Affirmative Action Employer PROVOST/VICE PRESIDENT FOR ACADEMIC AFFAIRS

California State University, Fresno Invites nominations and applications for the position of Provost/Vice President for Academic Allars.

the position of Provost/Vice President for Academic Allaus.

gESPONSIBILITIES: As the ranking academic officer of the University the
provost/Vice President for Academic Affairs reports to the President and is
charged with the responsibility for providing dynamic leadership in educational policy development, academic planning, and academic personnel
decisions, including the quality, improvement, and evaluation of the instructional programs of the eight schools and other academic units of the universiby. The implementation of these responsibilities is accomplished with the
assistance of a professional staff and in consultation with the school deans,
and responsible faculty committees and the academic sense. ersity faculty committees and the academic senate.

qualifications: The successful candidate will have a distinguished reord in teaching, scholarship, administration, and leadership in higher education, sufficient to warrant appointment as professor with tenure in one of
the University's academic units. A terminal degree is required. Candidates
must present evidence to demonstrate the following: appropriate administraive experience in higher education, and commitment to the mission of an
interactive university; an ability to formulate strategic institutional objectives
and implement action to achieve those objectives; a commitment to and
experience in achieving the goals of ethnic and gender diversity including
affirmative action and equal opportunity; an ability to develop and promote
positive public relations with appropriate groups at local, state, and national
levels, and to articulate the role of a comemporary interactive regional university to diverse publics.

The candidate should be able to work affectively in a consultative management setting within the framework of traditional academic self-governance as well as collective bargaining. He/she must also be committed to sustaining a positive relationship between the university and the community.

GENERAL INFORMATION: California State University, Fresno is one of 20 GENERAL INFORMATION: California State University, Fresno is one of 20 campuses of The California State University. Current enrollment is approximately 20,000 students on a 1,400-acre campus. Metropolitan Fresno, with a multi-ethnic population of over 600,000, is located in the heart of the San loaquin Valley on the western edge of the Sierra Nevada Mountain Range. The community offers affordable incusing, progressive schools, a breadth of cultural and recreational opportunities, and a pleasant social and physical environment. Centrally located, Fresno is within easy driving distance of San Francisco, Los Angeles, Yusemite, Range Canyon, and Sequola National Parks, the Monterey Peninsula, Lake Tahoe, heaches, sailing lakes and ski geors.

APPLICATIONS: Review of applications begins 15 February 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitae, and mames of five professional references to:

Dr. Priscilla Chaffe-Stengel, Chafr Search Committee for ProvisiVVPAA Office or the President California State University, Frisno Fresno, California 9 17-40-40-48 Telephone: (209) 278-2324 FAX: (209) 278-4715

The Immigration Reform and Control Act of 1986 requires the University to Inform you that we can employ only U.S. citizens and aliens lawfully authorized to work in the U.S. Each new employee is required to present documentation verifying his/her identity and right to accept employment.

California State University, Fresno is an Altirmative Action, Equal Employ-ment Opportunity Employer and all quadrical applicants receive equal con-sideration in the selection process. We particularly one ourage applications from members of traditionally underrepresented groups protected under Title VII of the Civil Rights Act, Vietnam eta veterans, and persons with physical



UNIVERSITY OF SOUTHERN MISSISSIPPI

Vice President for Business and Finance

The University of Southern Mississippl, with budgets in excess of \$100 million, invites nominations and applications for the position of Vice President for Business and Finance. As chief financial officer, the Vice President for Business and Finance reports directly to the President of the University and is responsible for the supervision of all financial and budgeting areas as well as personnel services, physical plant, purchasing and several auxiliary services.

freferred qualifications include a doctorate in a discipline related to the position and professional certification (e.g., CMA, CPA, etc.), exceptional skills in financial planning, and management as well as substantive experience in these broad areas of financial affairs for an institution of higher learning. Minimum qualifications include demonstrated competence in communication, fiscal management, planning, fund accounting, financial reporting, and general management skills, as well as experience with state and federal financial reporting systems. The successful candidate must also be capable of interacting constructively with all constituencies within and outside the University.

The University and Community mountains as attractive place to work and

The University and community provide an attractive place to work and live. The University of Southern Mississippi is a comprehensive public institution of higher learning with an enrollment of over 13,000 students. The institution offers baccalaureate, master's, specialist's, and doctoral degrees 1 country in a comdegrees. Located in Hattlesburg, Mississippi, the University is in a com-munity which provides the faculty, staff, and students the benefits of a well-developed regional retail and medical center. Hattlesburg has a population of approximately 50,000 citizens and in a national study was recently named the sixth best "micropolitan area" of the United States.

Nominations or letters of application (including resume) should be sent to Dr. Clyde Ginn, Chair of the Search Committee, Southern Station, Box 5177, The University of Southern Mississippy, Hattiesburg, MS 39406 Applications postmarked after February 15th, 1992, will not be accepted it a anticipated that the selection process will be completed in the spring of 1992.

The University of Southern Mississippi is an Affirmative Action, Equal Opportunity Employer.

And the second second

inch Assistant, Associate or Professor of Social Work, effective September 16, 1992. The Oradwate School of Social Work at Work at the School of Social Work at Work at the Social School of Social Work at the Social Social Research which will emphasize the interaction of policy, practice and research Applicants must have agreed Ductorate in Social Work at the Social Research which will emphasize the interaction of policy, practice and research Applicants must have agreed the interaction of policy, practice and research Applicants must have agreed the interaction of policy, practice and research Applicants must have agreed the interaction of policy, practice and research Applicants must have agreed the interaction of policy, practice and research Applicants must have agreed Ductorate in Succious Succious



THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Vice President for **Academic Affairs**

The University of Texas at Brownsville seeks an energetic, progressive ad-ininistrator who can provide leadership and vision to the university and its community college partner, Texas Southmost College. The Vice President for Academic Affairs is the chief academic officer of the University and is respon-sible to the President for all operations relative to educational policy, aca-demic planning. Instructional programs and faculty personnel actions. The denic planning, instructional programs and faculty personnel actions. The University seeks an experienced leader and colleague for the faculty, an intelligent and articulate member of the senior management team, and a forceful advocate of innovation in classroom teaching, curricula design, and

new (wogram development.

The Vice President for Academic Affairs directs and supervises all Instructional programs at the University Including the College of Liberal Arts, the College of Science and Mathematics, the School of Business and Industry, the School of Health Sciences, the School of Education, and the Division of Conlinuing Education. The University serves 7,200 undergraduate and 330 graduate students with 202 full-time faculty. Associate degrees are offered in academic transfer and occupational and technical programs through Texas Southmost College. Bachelor's degrees are offered with majors in Biology, English, Mathematics, Political Science, Sociology, Spanish, History, Criminal Justice, Business Administration and Education. Master's degrees are offered in Interdisciplinary Studies, Business and Education.

The University of Texas at Brownsville is one of fifteen correcord intitles.

offered in Interdisciplinary Studies, Business and Education.

The University of Texas at Brownsville is one of fifteen component institutions operated by the University of Texas System. It is located on the southern tip of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas-Mexico border. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs.

Qualifications: include an earned doctorate, successful college teaching experience, the ability to communicate effectively, a minimum of five years administrative experience and a proven record of leadership in promoting educational innovation and improvement.

Salary: Competitive and commensurate with qualifications and experience.

Salary: Competitive and commensurate with qualifications and experience. Starting Date: Preferably, early spring.

Application Deadline: Completed applications containing a letter of applica-tion, résunté/vita, and three letters of recommendations should be received by January 31. Candidates invited to interview may be required to submit additional information by the Search Committee. Applications should be sent

Office of the President ATTN: Vice Presidential Search Committee The University of Texas at Brownsville 80 Fort Brown Brownsville, Texas 78520

The University of Texas at Brownsville, in partnership with thorost College, is an Affirmative Action, Equal Opportunity Employe:

DEPUTY DIRECTOR

California Postsecondary Education Commission

The California Postsecondary Education Commission invites applications for the position of Deputy Director.

the position of Deputy Director.

The Commission is responsible for Statewide policy development, planning, and coordination of higher education in California. It provides policy analysis, program and budget evaluations, and recommendations on higher education to the Governor, Legislature, other government agencies, and institutions of higher education. The commission has seventeen members representing the general public, the public college and university systems in California, independent and proprietary institutions, the State Board of Education, and students. The Deputy Director reports to the Executive Director, acts in his/her

the staff of the Commission.

Candidates must have an earned baccalaureate degree and graduate degree, referably at the doctoral level, granted by an accredited college or university. Candidates from California state service must have one year of experience performing the duties of a Postsecondary Education Manager or two years of experience in a level comparable to a Chief Associate in Postsecondary Education Studies. Candidates from outside state service must have broad, extensive (more than five years) and progressively responsible experience in the field of higher education, including substantial administrative responsibilities in an accredited college, university, systemwide or coordinating office, at the level of a vice president, dean, director, or equivalent administrative level. Competitive candidates will have significant experience in developing and implementing institutional or statewide policy directives. Desirable qualifications include experience in California higher education and a sensitivity to the changing demography of California higher education accordinations coordinations.

The salary is comparable to similar positions with higher education coordinat-

Letters of interest, with resume, and nominations will be accepted until March 17, 1992, and should be sent to:

California Postsecondary Education Cor

al Opportunity, Affirmative Action Employer

tice. Specific expenies is desirable in areas such as Family Policy, Social Work in Health Care settings, Substance Abuse treatment, and Mental Health thoth child and dudit. Ratensive practice experience is needed for applicants for Direct Practice positions. Applicants must demonstrate competence in multicultural issues, a communent to scholarly activity, and be able curriculum. Additional responsibilities in the curriculum. Additional responsibilities in tolve research and scholarly activities, insuson activities with field asencies, committee work, and sundent advising. Rank and salary are open and commensurate with early activities with experience and qualifications. Applications, including complete vita and names of three references, should be forwarded to: Dr. William Feyerherm; Faculty Affairs Committee; School of Social Work: Portland State (Indversity; P. O. Box 731; Portland, Oregon 97297-4753; Review of applications will begin February 13, 1992 and continue until positions are filled. Portland State

University is an Equal Opportunity. At firmative Action Employer.

firmative Action Employer.

Social Work: The Department of Social Work in the College of Education and Human Service Professions is seeking applicants with knowledge and professional expertise in American Indian social services for a full-time tenure-track or tenured appointment of the Instructor, assistant or associate professor level beginning September 1, 1992. Responsibilities will include teaching American Indian contest courses and two or more of the following: direct enectice, policy, community development, beld. Additional responsibilities will include advising students, publishing schotarly research, and providing community and University service. Minimum Qualifications include a massler's degree in social work (MSW) from a program accredited by the Council on Social Work Education and adoctorate degree in social work or a related field for associate or assistant professor.

Old Dominion University

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

General Description

The Provost and Vice President for Academic Affairs is the chief academic officer and second administrative officer of the University, He/she reports

Institutional Context

Old Dominion University, a young and growing institution, enrolls approximately 17,000 students. The University's major campus is located in Norfolk, Virginia, inside Hampton Roads, an attractive, historic, and internationally-oriented metropolitan area with a population of 1.4 million. The University also operates significant higher education centers in the nearby cities of Virginia Beach and Hampton.

cities of Virginia Beach and Hampton.

Old Dominion University is one of six publicly-assisted doctoral research universities within Virginia, and has an annual budget exceeding \$125 million. Offering 17 doctoral programs and over 50 master's degree programs to more than \$,000 graduate students, the University is an acknowledged national leader in instructional telecommunications and operates a satellite uplink both for academic and public service purposes. The University is organized into six academic colleges: Arts and Letters, Business and Public Administration, the Darden College of Education, Engineering and Technology, Health Sciences, and Sciences. It is the largest research contractor in Virginia with the National Aeronautics and Space Administration (NASA), and its researchers used three percent of all the supercomputer time in the United States in 1990.

Old Dominion University is a selective admission institution. Twenty per-cent of its student body comes from outside of Virginia, and over 600 international students from more than 70 countries are enrolled. Forty-five percent of the University's student body is 25 years or older.

The University's Norfolk campus is located on the Elizabeth River, an inlet of the Chesapeake Bay. The Norfolk Navai Base, the largest naval base in the world, is three miles from the campus. Major federal research installations that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby.

The responsibilities of the Provost and Vice President for Academic Affairs

- Academic and administrative leadership in teaching, research, creative
- Academic and administrative leadership in teaching, research, creative activity, faculty development, continuing education, and public service
 Responsibility for academic budgeting, program development, and personnel decisions within Academic Affairs
 University-wide responsibilities in the allocation of space and equipment, and for institutional research
 Approval of professional staff positions throughout the University
- Qualifications
- An earned doctorate or equivalent terminal degree

- An earned doctorate or equivalent terminal degree
 Extensive full-time college teaching, research, and administrative experience in progressively responsible positions
 Scholarly qualifications sufficient to merit an appointment as a tenured professor in one of the University's academic departments
 Superior ability in oral and written communication
 Strong commitment to rigorous academic standards
 Understanding of the role of a publicly-assisted university in an increasingly diverse and international society

Naminations

Applications and nominations should be directed to: james V. Koch President Old Dominion University Nodolk, VA 23529-0001 Ph. 804-683-3159 FAX 804-683-4505

Review of credentials will begin on 1 March 1992 and continue until the position is filled.

Old Dominion University is an Affirmative Action, Equal Opportunity Employe

ASSOCIATE CHANCELLOR

...........

Chief Business & Operations Officer

San Mateo County **Community College District**

The Board of Trustees and Chancellor of the San Mateo County Community Coffege District invite nominations and applications for the position of Associate Chancellor for business and administrative services, including fiscal services, human resources, plant and facilities operations, and auxiliary services. This is an excellent career opportunity for a dynamic manager.

The District is located in the San Francisco Bay Area, which is noted for its rich cultural divorsity and civic and business viality. The District's 3 colleges anroll approximately 32,000 students, served by more than 1,000 full-time equivalent faculty and staff. Currently, the District operates on a general fund budget of \$71 million. The 3-step salary schedule for Associate Chancellor is \$86,955 to \$96,107. The District also offers a generous benefit package.

Application deadline is February 21, 1992. Please request the job announcement and application information from the search consultant:

Paula Carabelli nior Vice President IRA W. KRINSKY & ASSOCIATES 600 Westgate Street Pasadena, CA 91103 Phone: (818) 568-3311, PAX: (818) 568-1656

The District is an Equal Opportunity, Affirmative Action Employer.

ranks or ABD (doctorate required by August 30, 1994) for instructor rank; communication skills appropriate to a faculty position and evidence of knowledge and practice with American ladian culture, heritage, values and tribal traditions. For associate professor rank with tentre, in addition to the above, a minimum of five years' university tenting experience and a minimum of six scholarly works in referred journals are required. Desirable preparation/experience tectudes teaching American fordian content courses, recruiting and advising American Indian students, conducting funded research, service projects

in Asperican Indian communities and a tester of recommendation from an American Indian organization. Two years post-MSW experience in social work or its equivalent in the human services and ability to multiple in a cholarly publications is desired. Application or the month of the comment of

of recommendation, and graduate transcricts no later than March 1, 1992 to Chairman of Search Committee, Earth Science Department, P. O. Box 2189, Nicholis State University, Thibodeux, Louisiana 70310. Nicholis State University is an Equal Opportunity. Affirmative Action Rapologe.

Social Sciences: Interdisciplinary Social Science. Assistant/Associate. Professor. Responsibilities: teaching, advising, achol-ariale, participation in program adminis-tration. Qualifications: (1) Ph.D. in Inter-

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VICE PRESIDENT FOR ACADEMIC AFFAIRS

Hollins College, Roanoke, Virginia

Hollins College, located in Roanoke, Virginia, was founded in 1842 as the first chartered women's college in Virginia. Hollins enrolls 1,100 students, 900 undergraduate women and approximately 200 coeducational graduate students. The diverse student body comes from 36 states and six countries. Of the 92 faculty members, 89% hold a Ph.D. or the highest degree in their field. The college is known for a challenging liberal arts curriculum with 24 majors and 17 minors; graduate programs in Creative Writing, Psychology and Liberal Studies; abroad programs in Paris, London, and Japan; and more recently a creative international service program in Jamaica. Honor societies include Phil Reta Kappa and Sigma Xi. The strong network of 15,600 aluminae comes from all 50 states and 72 countries. Over 40% of the aluminae contribute annually to the college. countries. Over 40% of the alumnue contribute annually to the college. The Vice President for Academic Affairs is a new position at the college and reports directly to the President. The Vice President for Academic Affairs will maintain overall responsibility for the academic programs and faculty staffing for both the undergraduate and graduate levels, including oversight of the process for promotion and tenure for faculty and determination of staffing needs within departments and divisions, and of staffing needs for new programmatic initiatives. The Vice President for Academic Affairs will serve on several standing committees of the faculty and be responsible for compilance with all external evaluators and accrediting boards and for mobilizing internal resources for institutional study. Implementation and monitoring of strategic planning will also devolve to the Vice President for Academic Affairs. The Vice President for Academic Affairs will be charged in facilitating the hiring of faculty from the Hispanic, African American, Native American, Asian American and international communities. Institutional proposals to major foundations will be initiated by and coordinated through the Vice President for Academic Affairs. Overall responsibility for encouraging faculty participation in innovative programs will be shared with the Dean of Faculty.

The Vice President for Academic Affairs must have an earned Ph.D. and

The Vice President for Academic Affairs must have an earned Ph.D. and possess personal skills which insure acceptance within and respect from all of the constituencies of Hollins College.

Applications: Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names, titles, addresses, and the telephone numbers of five references (references will not be contacted without the applicant's prior permission) by February 20, 1992.

Nominations: Nominators should send a letter of nomination and, if possible, the nominee's curriculum vitee. Applications and nominations should be sent to:

Professor Harriet Gray Chair, VPAA Search Committee P. O. Box 9625 Hollins College Roanoke, Virginia 24020 (703) 362-6321 FAX (703) 362-6642

Position starting date: July I, 1992.

Hollins College is an equal opportunity employer



EASTERN CONNECTICUT STATE UNIVERSITY Willimantic, Connecticut

VICE-PRESIDENT FOR **ACADEMIC AFFAIRS**

New York and Boston.

As chief academic officer of the University, the Vice-Tresident reports directly to the President and is responsible for academic planning and assessment; program and faculty development; scademic support systems; and budget management. The successful candidate must have strong leadership qualities, reflected in vision, receilvity, and organization, and should possess the following qualifications: esmed doctorate from a regionally accredited institution; unquesitored integrity; distinguished record of scholarship and teaching at the college level; substantial, effective, and it is successful academic administrative experience at the collegiate level, preferably at the level of Dean or higher for at least three years; excellent management skills in program development, budgeting, and program experience with funded executive effective public and interpersonal communication skills; commitment to the academy as a human institution evidencing scholarly expertises, shared governance, and a concern for students; and a degeometrated ability to work effectively with faculty, students, and staff in fostering academic growth.

Salery and frings benefits are competitive. Review of applications will begin immedi-

Salary and frings benefits are competitive. Review of applications will begin immediately and continue until a successful candidate is found. Expected date of appointment will be at the mutual convenience of the successful candidate and University. Applicants should send a letter of introduction, résume, and three letters of recommendation to:

Ms. Concelta Boymour Office of the President Eastern Connecticut State University Willimantic, Connecticut 06226

Bastern Connecticul State University is an Equal Opportunity, Affirmative Action. Employer. Applications from women and minority candidates are oncours and.

Social Work: Pull-time faculty position svalinble August 1992. Responsibilities include teaching in our B. S.W. program which has six full-time faculty. Profer candidate with cross-sequence teaching experience with emphasis on generalist model, ecological perspective, and rural environment. M.S.W. required, Salary is commen-

surate with qualifications and experience. NSU is a growing university of 9,000 students. We will begin reviewing applications March 1, 1992. Submit resume, references, transcripts, and letter of application to Personnel Services, Northeastern State University, Tahbequah, Oklahoma 74464. AAJ EOE.

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UNIVERSITY OF NEW HAMPSHIRE

Vice President for Student Affairs

The University of New Hampshire invites applications and nominations for the position of Vice President for Student Affairs.

The University of New Hampshire is a public land, space and sea grant institution which serves approximately 11,500 undergraduate and graduate students. The campus is located in Durham, NH, which is a somi-rural town located 11 miles from the coast and 60 miles north of Boston, Massachusette.

setts.

The Vice President for Student Affairs reports directly to the President of the University and is one of the five Vice Presidents comprising the President's executive management team. Offices currently reporting to the Vice President for Student Affairs include Career Services, Health Services, Counsellog, Housing, Residential Programs, Student Union/Student Activities, Multicultural Student Affairs, Student Conduct, Parent Programs, Dining, Police and Security Services.

It is the reaponsibility of the Vice President for Student Affairs to formulate, implement, and evaluate student programs which complement the anademic mission of the University and enrich the quality of student life. She of he must oversee the activities of selected campus committees, student government, student organizations, and other related administrative offices, The Vice President for Student Affairs is also responsible and accompatable for all forced and budgets are matters valuable to units within accountable for all fiscal and budgetary matters related to units within Student Affairs.

The successful candidate for this position will have an earned Doctorate in orelated field and possess:

 A record of strong administrative and supervisory experience related to student affairs
 Excellent interpersonal and student advocacy skills Experience in working with a diverse community of undergraduate and raduate at students, faculty, staff, governance groups and the communi-

y at large Demonstrated success in promoting and supporting a diverse student

The starting date will be July 1, 1992, or as soon as possible thereafter. Applications will be reviewed beginning February 3, 1992; the review will continue until the position is filled. Applications and nominations should be sent to:

Dr. Karol LaCroix, Chair Search Committee for the Vice President for Student Affairs Office of the President Thompson Hall University of New Hampshire Durbam, NH 03824

Interested applicants should include a lotter of interest, curriculum vitae, and names and addresses of at least three references.

The University of New Hampshire is an equal opportunity, affirmative action employer, and specifically invites and encourages applications and nominations from women and minorities.



San Antonio Art Institute **Vice President for** Finance and Administration

San Antonio Art institute is a 52-year-old independent private non-profit corporation which operates a multi-faceted visual art educational program. The Art institute added a Bachelor of Fine Arts degree program in 1988 and is currently pursuing accreditation. The school is located on the grounds of the McNay Art Museum and is housed in a three-building. 60,000-square-foot facility. The current budget is in excess of \$1.5 million, with 60 full—and part-time staff and faculty.

Reporting directly to the President, the VPFA is responsible for the accounting department security and maintenance; management information systems; and construction. As Chief financial Officer of the Art Institute, the VPFA oversees budget preparation; preparation of financial statements and projections for the Board of Trustees and internal use; fiscal control; and planning, evaluation and management of the four functional areas of responsibility.

Minimum qualifications includes

1. MBA, MPA or equivalent graduate degree

2. Three years' experience in a private college financial affairs office

3. Microcomputer literacy on DOS systems

4. Ability to communicate effectively in both oral and written form

Salary and benefits are competitive and commensurate with experience and qualifications.

Applications
Please send a current vita and letter of application summarizing your qualifications for the position, and include the names and addresses of three references, Application materials must be postmarked no later than January 31, 1992 and should be sent to:

Director of Human Resources San Antonio Art Institute P. O. Box 6092 San Antonio, Texas 78209

San Antonio Art Institute is an Affirmative Action, Equal Employment Opportunity Employer.

Social Work The Social Work Department in the College of Education and Human Service Professions is seeking applicants to did a full time tenure tract as sastatant or associate professor position beginning September 1, 1992. Responsibilities include field coordination plus one of the following: direct practice or policy and community development courses, as well as advaling attudents, conducting and publishing scholarly research, providing comoranity and University service. Qualifications: Midmum qualifications include a majer's degree from a social work program accredited by CSWE, a doctorate degree in social work or a related field, and two years' post-master's degree direct service alagied practice experience. Desirable qualifications include swidense of ability to teach and advise in a college setting, evidence of ability to work effectively with social work/human service agencies, experience and interest in

teaching courses related to comparative cultural values, including the needs of American Indiana and/or other minorities, and evidence of shillip to conduct and publish scholarly research. Salary is competitive and commensurate with qualifications and achievements. Applications must be postmarked by March 20, 1992. Send resume and names of three references to Dr. Joyca M. Rzamer, Chait, Search Committee, Department of Social Work, 20 Bohannon Hall, University of Minnesota, Deluth, Minnesota 55812. The University of Minnesota is an equal opportunity educates

Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT TYLER

The University of Texas at Tyler invites nominations and applications for the position of Vice President for Academic Affairs. The University seeks dynamic and creative leadership from a chief academic officer as it develops new seademic programs and expands graduate education, research, and service serv ties for the 21st century.

THE UNIVERSITY

U. T. Tyler is an upper-lovel university located in the pingy woods of the Ban Texas lake country on the I-20 corridor, 90 miles cast of Dallas. The University surves a region with a population of 750,000 by offering scadenic program
48 undergraduate and 24 graduate areas. The University contributes stem cantly to the economic growth and cultural enrichment of the region

RESPONSIBILLTIES

RESPONSIBILITIES

Reporting to the President, the Vice President has bread responsibility for the development, administration and quality of academic programs - including leadership in academic planning and resource allocation, the administration of the scademic budget, academic policy development and implementation and all matters directly affecting the faculty. He/she supervises and evaluates degree the programment of the pro programs in four schools and associated academic divisions. Also reporting to the Vice President are the Office of Admissions and Registrar, the Library, mational Programs, and the University Honors Program.

The University seeks a person of intellectual vision and energy. The successful management, budgetary and planning skills. This position requires at earned doctorate and a distinguished record of teaching and scholarship sufficient to provide eligibility for the rank of full professor. The successful candidatement transstrong interpersonal and communication skills as well as the shi to work effectively in a collegial manner with a diverse group of ficulty. administrators, and students. A demonstrated commitment to equal opportunity and affirmative action is essential. The applicant should also be committed to strategic planning orientation to decision making, interdisciplinary and multiultural programming, enhancement of the undergraduate experience, and

APPOINTMENT AND APPLICATION INFORMATION This position has a starting date as early as July 1, 1992, or a date as asso thereafter as practical, preferably no later than September 1, 1992. Salay is competitive and commensurate with qualifications and experience. Review of candidates will begin on February 15, 1992. The University will accept and review applications and nominations received after this initial deadline until the position is filled. Qualified candidates should forward a letter of interest that contains a brief statement of educational philosophy, resume, and the name, addresses and telephone numbers of at least three references to the following:



Dr. Donald E. Fischer, Chair VPAA Screening Committee Office of the President The University of Texas at Tyles 3900 University Blvd. Tyler, Texas 75701-6699

The University of Texas at Tyler is an Pagel Unphayment Opportunity, Affectable Action Purpleyer. Weesen and minorates are encouraged to apply.

Rutgers, The State University of New Jersey

VICE PRESIDENT FOR UNDERGRADUATE EDUCATION

Rutgers University invites nonunations and applications for the position of Vice President for Undergraduate Education

Rutgers University is a comprehensive public research university with campuses in Camden, Newark, and New Brunswick. The Office of the Vice President for Undergraduate Education will be focated in New Brunswick. The University entrolls over 47,000 students in 26 schools and officers. Dutles: The post of Vice President for Undergraduate Education is a new position that offers a special repportunity for strong, innovative leadership in undergraduate education throughout a three-campus university with a multiple college structure. On all matters perfaming to academic quality of undergraduate education, the Vice President for Undergraduate Education will advise and report to the University Vice President for Academic Affairs. Working closely with the Provosts and Owans of the three campuses, the Vice President for University Education will address the specific needs of undergraduates for institutional resources, coordinate activities and services for undergraduate education, encourage curis ular development, plan creative initiatives in learning and teaching, and seek programmatic funding from external sources. Directors of the following areas will report to the Vice President for Undergraduate Education: Undergraduate Admission, Financial Add, Registrar, Scheduling, Teaching Excellence Centers, Learning Resource Centers Duties: The post of Vice President for Undergraduate Education is a new

Qualifications: An earned doctorate and an excellent record of research, publication, traching, and service are required. Candidate must be eligible for tenured professor rank within an academic department. The successful candidate should have substantial experience with academic administration undergraduate program development, and grant funding for undergraduate education initiatives. A record of effective collegial leadership and a commitment to diversity in a commitment to diversity and acommitment to diversity in a commitment to diversity in the din ment to diversity in a complex university are essential

Letters of application or numinalityn, including a current vita and the names,

Search Committee
Vice President for Undergraduate Education
Old Queen's Building, Room 101

RUTGERS

New Branswick, NJ 08903 Employment eligibility ventication required Affirmative Action, Equal Opportunity Employer.

RULLETIN BOARD: Positions available

Philadelphia College of Textiles & Science

VICE PRESIDENT OF ACADEMIC AFFAIRS

After four and one-half years at Philadelphia College of Textiles and Science, Dr. Esther Harazzone is leaving to accept the presidency of Charlam College in Pittsburgh. Her predecessor at PCT&S also left to assume a college presidency. The College is therefore seeking an exceptionally able and dedicated administrator to serve as the College's chief academic officer.

Responsibilities will include cost-effective, efficient and productive management of instructional programs; budgeting and plaining for instruction and academic support; faculty and staff recomment and development; review and assessment of student academic performance and curriculum development and review. Pesponsibilities also metude and continuing education, the computer center, the library and the international textile and design center.

The Successful Candidate will have an earned doctorate. She/He will demonstrate a firm commitment to academic excellence in both professional and liberal education, and demonstrate proven skills in program and faculty development, written and oral communication and institutional management. Equally important, her/his vita will show a professional career founded upon spirited inquiry, openmindedness and high expectations of self and others. She/He must be able to work closely with the College's faculty and each member of

Philadelphia College of Textiles and Science, founded in 1884, is independent, coeducational, fully accredited, four-year college, nanonally recognized for its professional programs in business. administration, architecture, interior design, the sciences, fashiou, apparel and restribes. Unique in its relationship to American industry, the College has a strong reputation for leadership in developing new academic and research programs to serve America's emerging business. needs. Offering a well-rounded undergraduate experience on more than 50 park-like acres in the Last Lills so now of Philadelphia, the College also offers an MBA and MS degrees in textiles, taxition and computer some. The College offers a co-op option and evening classes on the East Falls campus and a branch campus located in Bucks County. The College mjoys broad support, a strong functionly position and aggressive admossions program

Applications and norminations (including resume and three references) must be mailed by Tebruary 14, 1992 to

> Academic Vice President Scircli Committee t/o The President's Office Philadelphia College of Textiles and Science School House Lane and Henry Avenue Philadelphia, PA 19143

PCTRS is an attributive action, equal opportunity employer



The Ohio State University Columbus, Ohio

VICE PRESIDENT FOR DEVELOPMENT

PRESIDENT OF THE UNIVERSITY FOUNDATION

The Ohio State University Is seeking a Vice President of Development and President of the University Foundation who will report directly to the President of the University Foundation who will report directly to the President of the University Fundation and Genetion of University fund raising including corporate, individual, and foundation giving. As President of the University Foundation, the successful candidate is responsible for and has the requisite authority for the management and coordination of the activities of the Foundation as well as developing long-term, fund-raising activities. A bathelor's degree is required and a master's degree is preferred. Candidates must have significant experience in development, foundations, or related areas.

The Ohio State University has a total carellment of the surface of the su

The Ohio State University has a total enrollment of 60,589 with a budget of \$1.2 billion. The University has a total enrollment of 60,589 with a budget of \$1.2 billion. The University is comprised of 19 colleges, seven schools, the Graduate School. five regional campuses with 109 departments and academic facilities, and approximately 8,000 different courses. Fund ratking for fiscal year 1991 was \$74.3 million from more than 75,000 donors. The University successfully completed a \$460 million campaign in 1990. applications and nominations will be held in strict confidence and should be submitted to:

Ms. Madeleine Condis Ohio State Search Committee Korn/Ferry International 120 South Riverside Plaza #918 Chicago, Illinois 60606

Review of applications will begin immediately and will continue until the position is filled.

The Ohio State University is an equal opportunity employer. Women and minority candidates are encouraged to apply.



VICE PRESIDENT FOR PUBLIC AFFAIRS

Commission on Independent Colleges and Universities

The Commission on Independent Colleges and Universities, headquartered in Albany, New York, seeks applications and nominations for the newly created position of vice president for public affairs.

The vice president will be responsible for the planning, development, and implementation of an on-going communications and public affairs program. The vice president will supervise a small staff and report directly to the president. Extensive travel will be required.

The vice president will be responsible for the drafting of speeches, public statements and articles on positions of importance to independent higher education, securing appearances on broadcast media of representatives of clcu, maintain ongoing regular contact with media outlets, as well as providng the material required by the campus-based communications network and constituencies of clcu.

Candidates must have at least five years of experience in media relations; extensive understanding of current higher education issues; and excellent written and verbal communication skills. Candidates will be required to establish and maintain contacts with the New York State press corps as well as various other media outlets; the principals and staff of the Executive and Legislative branches of New York State Government; and the clcu member campuses. Supervisory experience and a master's degree in journalism, communications, or a related field are highly desirable.

Salary and benefits are competitive. Send résumé, cover letter, salary history, and the names of three references to: President's Office, Commission on Independent Colleges and Universities, Post Office Box 7289, Albany, New York 12224. Applications received by January 31, 1992 shall be afforded



An equal opportunity employer.

VICE PRESIDENT FOR STUDENT SERVICES

Asheville-Buncombe Technical Community College Asheville, North Carolina

Ashoville-Buncombe Technical Community College invites nomina-tions and applications for the position of Vice President for Student Services to begin April 1, 1992. A-B Tech is one of the 58 community colleges in North Carolina. The College has over 4,000 curriculum students in a wide range of technical, vocational, and transfer pro-grams. As a senior administrator, the Vice President reports directly to the President and is responsible for the overall management and ef-fectiveness of the student services operation including:

 Counseling Services
 Placement Recruiting
 Testing/Assessment
 Enrollment Management
 Students with Special Needs

Minimum qualitications include a Master's degree in a related field with 7 years' administrative experience in a community college student service area. A doctorate in a related field with 7 years' administrative experience in student service area is preferred. Salery is commensurate with experience and qualifications. An application form may be requested from: Personnel Officer, Asheville-Buncombe Technical Community College, 340 Victoria Road, Asheville, NC 28801. Deadline for applications is February 7, 1992, or by telephone (704) 254-1921, ext. 113.

ASHEVILLE-BUNCOMBE TECHNICAL COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

ant Professor. To teach courses in Criminal Justice area, develop an appropriate area of scholarship, supervise student field work placement and advise majors. M.A. Degree in Sociology/Criminal Justice/Criminal Justice/Criminal

Sociology: In anticipation of funding and approval, the University of Detroit Mercy seeks a sociologist to fill a senure track position at the Asistant Professor or Associate Professor level to begin in September, cale Professor level to begin in September, the Associate Professor to belongisted and coordinate an interdisciplinary stress such scene research. Applicants aboud sond a letter of application stating teaching interests, a complete curriculum teaching interests, a complete curriculum control of the Co

Sociology/Anthropology: Full-time faculty position available August 1992. Master's required, doctorate preferred. Individual will teach cultural anthropology (ethnology and archeology) with Native American enchasts, and introductory sociology courtes. Cross-cultural salus in desirable. Salary is commeasurate with qualifications and experience. NSU is a growing undversity of 9,000 students. We will begin reviewing application to: Personnel Services, Northeastern State University. Tablequah, Okiahoma 74464. AA/EOE.

V

PRESIDENT California State University, Northridge

The Chancellor and the Board of Trustees of the California State University system invite nominations and applications for the President of California State University, Northridge.

Created in 1958, California State University, Northridge recognizes undergraduate and graduate teaching, research and public service as its major responsibilities. Of these, undergraduate instruction first priority. Located on 350 acres in the western section of the San Fernando Valley, 25 miles northwest of central Los Angeles, the university's 1,800 full and part-time faculty teach a student body of 30,000. The university, one of the largest in California, is organized into eight schools. Study in the liberal arts and sciences, and technological and professional programs, leads to bachelor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women. Approximately 10 percent of the enrollment lives in campus dormitories and thousands more reside in nearby apartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominees or applicants must have the energy and vision to lead a multicultural, multipurpose, public university, situated in a diverse metropolitan area. Candidates must be experienced at working cooperatively with faculty, students and staff; committed to expanding the relationship the university enjoys with the community; skilled in external relations and able to focus university advancement programs Including alumni relations and fund raising activities; committed to clear, strong leadership in affirmative action and educational equity; capable of coordinating the administration of a complex organization; and able to build upon the strong base of a well managed institution.

They should have attained academic excellence both in teaching and scholarship. They also must demonstrate successful administrative skills and collegial leadership, preferably in an institution of higher education, and be prepared to function in a collective bargaining

The President is the chief executive officer of the campus and is responsible to the Board of Trustees through the Chancellor.

Nominations and applications with current resumes should be sent to:

The Chancellor The California State University 400 Golden Shore, Suite 324 Long Beach, California 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer
Women and ethnic minorities are encouraged to become candidates.

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A campus of The California State University system.

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

chman College, a senior college of The City University of New York, located on 37-acres in the northwest Bronx, invites applications or nominations for the position of Provost and Vice President of Academic Affairs.

As the senior academic officer, the Provost has overall responsibility for the academic policies, programs and personnel of 28 academic departments with 350 full-time faculty members and 10,000 students. Lehman offers Baccalaurente and Master's degree programs and members of the College's faculty participate in The City University doctoral programs. Candidate must have a doctorate, significant achievement in scholarship, college or university teaching experience suitable for a tenured position at the rank of professor, demonstrated dministrative and funded research experience in higher education. Evidence of a strong commitment to the goals of urban, public higher education in a multi-cultural, multi-racial invironment and a demonstrated commitment to faculty development and affirmative action hiring preferred. Salary range up to \$97,991. Please send applications or nominations to: Professor William Seralle, Chair of Search Committee, c/o Dr. Jane Mottus, Office of the Dean of Natural and Social ciences. Screening will continue until position is filled.

LEHMAN COLLEGE/CUNY 250 Bedford Park Blvd. West Bronx, New York 10468

LEHMAN

An AA/EEO Employer M/F

ing. Ph.D. required (Gerontology, Sociology or Social Work preferred), with evidence of effective teaching and demonstrated record of scholarship. Preference will be given to those with applied experience in working with older persons. Postion contingent on availability of funds. Sand vita, with names and addresses of three references; in: Mr. Pick Conner, Department of Sociology/Anthropology, West Georgia College, Carrollton, Georgia 3011B. Deadline for applications is January 11, 1992. West Georgia College is an Africantive Action, Equal Opportunity Employer.

range of Spanish courses in a quality undetagraduate program. Students majoring
Spanish agend their lunior years in Spain
studying at the University of Barcelona.
Doctorate required. College teaching preferred. Bridgewater, an independent, coeducationat, liberal arts college in Variging,
historically affiliated with the Church of the
Brothren, has as emotiment of approvimately 1,000 students. A letter of application, resume, transcripts, and letters of references should be sent to Provost Dale V.
Urich, Bridgewater College, Bridgewater,
Virginia 22812. An equal opportunity, affirmative action employer.

PRESIDENT Sonoma State University

The Chancellor and the Board of Trustees of the California State University system invite nouninations and expressions of interest for the Presidency of Sonoma State University

Fetablished In 1960, Sonoma State University is a predominantly undergraduate institution of "uberal arts and sciences which also offers a select range of graduate and professional programs. Small class size and close relationships among students, faculty, and staff are hallmarks of the institution. More than 400 full-time and part-time faculty provide instruction to 7,400 students, 900 of whom reside on campus. Approximately 62% of the students are women; 25 is the average of age of undergraduates and 38 is the average age of graduate students.

The University is located on 220 acres in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campus is attractive, modern, and well-equipped. The beauty of the campus and its setting allow students to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and energy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be: committed to excellence in public university situated in a suburban/rural area. Candidates must be: committed to excellence in undergraduate education in the liberal arts and sciences; experienced at working cooperatively with faculty, students, and staff; committed to expanding the positive relationship the University enjoys with the surrounding region; able to build on the strong base of a well-managed institution; skilled at managing the budget of a complex organization; skilled at representing the institution in external excellence; capable of expanding fund-raising efforts; committed to clear, strong leadership in advancing the goals of affirmative action and educational equity; and prepared to function in a collective bargaining environment. Candidates also should have demonstrated profidency in teaching and competency in scholarship, be able to provide academic leadership, and demonstrate successful administrative skills and collegial leadership.

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor.

Nominations and expressions of interest with current résumés should be sent to:

Mr. Ted J. Saenger, Chair Presidential Selection Advisory Committee Sonoma State University 1801 East Colati Avenue Rohnert Park, California 94928

Review of résumés will begin February 20, 1992.

An Equal Opportunity Employer
Women and ethnic minorities are encouraged to become candidates

PRESIDENT

University of California

The Board of Regents' Special Committee on the Selection of a President invites nominations and applications for the position of President of the University. David Plerpont Gardner has announced his decision to retire as President, effective October 1, 1992, following nine years of service in the presidency, and the Special Committee wishes to consider for his successor the most outstanding candidates in the

A campus of the California State University system.

Dean of Administration (Anticipated Start Date: July 1,

and nominations for the position of Dean of Adnanagement of the College's fiscal affairs, overputer services, personnel and labor relations and facilities' pierosing and operations. Qualifica-tiones Successful capatitates must be able to demn a leadashlo role, possess strong or al and writter emmunication and human relations skills, and percent states to secondary train when the of constituencies in a complex university environment. Applicants should had an edvanced degree in an appropriate uses of specialization. Selary: Low \$90's to low \$90's, commence at with backbe accepted until February 14, 1992. Inquiries may be directed to the search committee chair. Send letter and resume to: Dean Judith L. McGaughey, Chair, dean of Administration Search Committee.

LaGuardia Ng Cay University of New York 31 IS Thomson A-brad Long Island Cay, NY 11161 EGENE Employer

DIRECTOR

Kuskokwim Campus, University of Alaska-Fairbanka, located in Bethel, Alaska. The Director is the chief administrative officer of the Campus reporting to the Dean of the College of Rural Alaska, UAF. The Director, in cooperation with the faculty and the Kuskokwim Advisory Council, is responsible for providing academic leadership for providing academic leadership and developing institutional and program plans responsive to the needs of the Yukon Kuskokwim Delta. For detailed position announcement and application packet contact: Personnel, Kuskokwim Campus, Box 368, Bethel, AK 99559; Telephone (9U7) 543-4523, FAX (9U7) 543-4527, Closting date: February 14, 1992.

AA/EEO

EXECUTIVE DIRECTOR

For International Reading Association, Newark, Delaware, a 93,000 member nonprofit education association. Qualifications: Doctorate in reading/related field strongly preferred; outstanding leadership qualities; indepth knowledge of reading field, business principles, strategic planning and budgeting; broad administrative experience. Salary and benefits competitive. Affirmative Action, Equal Opportunity Employer. Send letter of application and vita/résumé, including references, postmarked by February 28, 1992 to: Search Committee for Executive Director, c/o IRA, 800 Barksdale Rd., P. O. Box 8139, Newark, DE 19714-8139. Phone 302-731-1600, ext. 221, fax 302-731-1057.

The University of California is a publicly supported institution with nine campuses which include five academic medical centers and fourteen health sciences schools, a division of agricultural and natural resources, numerous organized research units and programs abroad. The University is the siste's land grant university. It also manages three national laboratories for the U.S. Department of Energy. In 1990-91, the University enrolled 166,547 students and employed nearly 150,000 persons including those at the DOE national laborator, tyles. Its annual budget for 1990-91 was approximately \$9 billion, inclusive of the DOE laboratories. three current letters of recommendation to: Dr. John Schwenn, Associate Chair of Pay-chotogy and Special Education, Campus Box 31, Emporta State University, Empo-ria, Kansas 6860-3087. ESU is an Affirma-tive Action, Equal Opportunity Employer, We encourage applications from members The President, an ex officio member of the Board of Regents, is re-sponsible to the Board as Chief Executive Officer for the overall admin-istration of the University.

Candidates should have demonstrated administrative experience in the conduct of the affairs of a substantial organization, an appropriate scholarly record, an understanding of state and federal fiscal process-es, and a talent for leadership of a large and complex organization. Nominations and applications with a current résumé should be ad-dressed in confidence to

Secretary of The Regents University of California 300 Lakeskie Drive, 22nd Floor Oakland, CA 94512-3550

and should be received no later than January 24, 1992 to be assured full consideration.

Special Education: Department of Special Education. Georgia State University, has an opening for an Assistant Professor with Astaining and professional experience dealing of the state of the professional experience dealing of the state of

special Education: Emporis State University is needing candidates for an Assistant/ Associate Professor, terure-track, alma month position with possible aumaner teaching, available August, 1992. Primary responsibilities include advising suidents, observing student teachers, and teaching a graduate or undergraduate course in Mental Retardation. Learning Disabilities, and or Behavior Disorders. Excellence in teaching, commitment to scholarly adilyties, and service to public schools are expected. Public school experience with MR, BD, or LD preferred. Earned doctorate required. Salary will be commensurate with experience and qualifications. Scraning will begin Pebruary 17, 1992 and continue until the position is filed. To apply, and letter of application, vita, transcripts, and

aves; ann promote and maintain collaborative relationships with Unia School Districts. Qualifications include carned doctorate in aspecial education or closely retained field by September 1, 1921; experience in implementing distance teacher education programs; a minimum of three years of experience in teaching distance teacher cucaration programs; a minimum of three years of experience in teaching distance chool self-intest demonstrated record of acholambing experience in working collaboratively with local and state education asencies; active involvement in professional organization; demonstrated knowledge and expertite in the design and implementation of cross-calculosystem of the collaboration of communicant to instructional delivery system that make use of telecommunications. Applicant information required letter of application relating to the restone; that is of three to five individuals who may be contacted as references, including their addresses and telesphon numbers; and two to three examples of scholarly writine. Closing date of its scarch: Pebruary 1, 1992 or until position in filled, Appolaming September, 1992; salary competitive, Send explication to: Dr. John McDonnell, Search Committee Chair, Department of Special

Education, 221 Militon Bennion Hell, University of Utah, Salt Lake City, Utah 84112; phone (801) 581-6158. The University of Unit is an equal opportunity employer. Women and minorities are encouraged

to apply. The Action, Regula Opportunity Employer, We encourage applications from members of protected classes.

Special Education: Assistant Professor (tenure track) in Desance Teacher Education, Department of Special Education, Teacher Education, Department of Special Education, Teacher Education, Department of Special Education, Learning Disabilities on with susuance employment available. Primary responsibilities include teaching and administrative responsibilities include teaching administrative responsibilities include teaching administrative responsibilities include teaching administrative responsibilities include teaching administrative administrative responsibilities include teaching administrative administrative responsibilities include teaching administrative responsibilities include teaching administrativ

Mindishpol 39406. AAROE.

Special Education: The School of Education at the College of Charleston is secting supplicants for a tentre-track position in appecial/paneral education at the level of Assistant Professor to begin Angul, 1992. Qualifications include a doctorate in Special Education and a master's in Curriculum and instruction or Elementary or Section and Instruction or Elementary or Section and Education, Applicants with a master's degree in Special Education will also be considered. Applicants must have at least three years of public school teaching experience in elementary or secondary ducation will also be considered. Applicants must have at least three years of public school teaching experience in elementary or secondary clearing one. The position involves supervision of special education student leachors, teaching special and sensent education courses at the undergraduate and graduate levels, research and publication, and service to the college of Charleston is a state-supported Liberts Aris Institution with an eurollment of approximately 8,500 students: it offers undergraduate and graduate (Master's) teacher education programs in the areas of early childhood, elementary,

participation in division plansins activiti.
Required doctorate in special elegants public school reaching experience, inches ground in curriculum development prisonal planning, and urner student of the ment record. Send application to fig. for notify C. Consoy. Academic Pass, their College, 1900 College, Quiety, 1900 College, 1900 Coll Special Education: Assistant/Associate Pro-fessor in tenure-track position to teach un-dergraduate and graduate courses in spe-cial education with emphasis in tearning disabilities. Also rederred in subservision of deld experiences, student advisement, and

RULLETIN BOARD: Positions available

McKeesport

Campus

PENNSTATE President

College Misericordia Dalias, Pennsulvania

The Board of Trustees of College Misericordia invites nominations and applications for the position of President.

applications for the position of President.

Founded in 1924 by the Religious Sixters of Mercy who continue to spose the institution, Crallege Misericordia is a Caltholic, co-educational college declared to the values of justice, mercy and service. It strives to deliver quely, affordable undergraduate and graduate education to individuals of all fauts. Accredited by the Middle States Association, the College integrates the liberal arts with technical and professional aducation. The College has professional accreditation in occupational thermpy, medical technology, raziologic technology, nursing, and social work.

The College enrolls approximately 1,600 traditional and non-traditional students in courses for Associate, Bachelor's, Master's degrees or professional cartificates. It has a full and part-time faculty of 130.

Against national transis the College has operated on a continually behaved budget, has made major additions to its physical plant, and is experiencing increases in enrollments and entering student board scores. Ninely-the pecent of its 1990 graduates have found employment.

Located close to the Wilkes-Barre/Scranton alroat in Northeast Pennshania, a growing area with 10,000 new employment opportunities since 1985 and rich in recreational resources, the College is a three-hour drive from either Philadelphia or New York City.

The President reports to the Board of Trustees and is responsible by the academic, administrative, and financial affairs of the College.

Qualifications for the position include: demonstrated compatibility with the mission and value system of a Cato-lic college in the Mercy tradition

lic college in the Mercy tradition

earned doctorate

willingness to complete implementation of current academic plan and encourage new planning for next phase of development

ability to establish and sustain a climate of aspiration

adept at communication with diverse constituencies

demonstrated skills in the successful administration and management of a comparable educational institution

ability to effectively represent the essence of the College to a variety of external organizations, agencies and individuals

proven fund-raising capabilities and evidence of successful resource acquisition

Nominations and applications should be sent to: Sarah Ellen Lenghan, Ed.D., Chair Presidential Search Committee College Misercords Lake Street Dallas, Pennsylvania 18612

Applications should include a current résumé and a letter discusing les candidate's suitability for the position

The Search Committee will begin reviewing applications on February 19, 1992. No candidate can be guaranteed full consideration if materials as received after that date. College Misericordia is an AAVLEO employer. This search is assisted by the Presidential Search Consultation Service of ACB.

PRESIDENT

Thousand Oaks, California

CALIFORNIA LUTHERAN UNIVERSITY

The Board of regents announces the search for a President to assume office

The Board of regents announces the search for a President to assume affecturing the summer of 1992 and encourages nominations and expressions of interest. Founded in 1959, Cal Lutheran is a growing university that offer undergraduate, graduate and continuing education programs. The Boat seeks a President with experience in higher education. The candidate shoot have an understanding of the Lutheran commitment to higher education and be supportive of the University's church relatedness.

Cal Lutheran provides to 1,500 students an undergraduate education that emphasizes the arts and sciences, and offers to 1,300 graduate student programs in the professional fields of human service (education, business management and counseling); the university also serves as vital resource for continuing education and cultural life in the region. The faculty of the Oilege of Liberal Arts, School of Business, and School of Education shares a common aim of offering educational programs that enable students is achieve their academic potential and to fulfill their responsibility to see others. On this 285-acre campus in the City of Thousand Oaks (an hourison Los Angeles), the University emphastizes effective campus life programs and has a special commitment to diversity among students, faculty, staff, and regents. The annual operating budget is \$23.4 million.

Please address suggestions and inquiries to the Reveriend James L. Bester.

Please address suggestions and inquiries to the Reverend James L. Besey. Chaliperson, Presidential Search Committee, California Lutheran University, 365 Avenida de Los Arboles, Sunte 1103, Thousand Oaks, California 9136. The search Committee will write disable to all processing the search committee will write disable to all processing the search committee will write disable to all processing the search committee will write disable to all processing the search committee will be search committee and least the search committee will be search committee and least the search committee will be search committee and least the search committee will be search committee and least the search committee will be search committee and least the search committee will be search committee and least the search committee will be search committee.

The search committee will write directly to all persons suggested. Canonities should submit a letter, résumé, and fist of five or more references. Its should submit a letter, résumé, and fist of five or more references. Committee expects to begin its review of these materials in mid-february. California Lutheran affirms nundiscrimination regarding sex, race, cold, religion, age, national or ethnic origin, and handicap.

PRESIDENT

The Board of Directors of the Pennsylvania Higher Education Assistance Agency is seeking a hesident and Chief Executive Officer to Jeplace Kenneth R. Reeher who is retiring after T years of distinguished service. Figure 4 distriguished service.

Figure 4 an independent agency of the Commonwealth of Pennsylvania dedicated to improving the opportunity for students to attain higher education. The President reports to the Board of Directors through the Chairman and the Executive Committee

he board of Directors through the Chairman and the Executive Committee he Agency seeks an executive with extensive experience in higher education, financial heagenest, and public administration to direct an organization of 1,700 employees which arrusally guarantees a bittion delizar in student finant to 400,000 students and services student larges in grants to 135,000 students. The Agency also reightests and services student loans for other state agencies, secondary markets, and lenders throughout the United States with a value of approximately eight bittion dollars. The President of PREAA is a key leader in increasing access to higher education for residents of Pennsylva-ris through innovative financial aid programs and sophisticated funding vehicles. Stary is competitive with an attractive incentive opportunity. A comprehensive benefits package is provided.

hilividuals who wish to be considered for this position should send a résilmé to Hay Management Consultants Attn: PHEAA Search 1500 K Street, Suite 1000 Washington, DC 20005

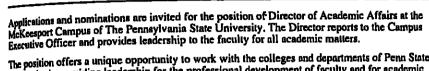
Kindly do not contact the Agency directly. PHEAA is an Equal Opportunity Employer

mode leadership in graduate level perlond preparation pregram, closely
diped with severe/profound program; resteepin, publication, greant writings, plus
service at university and in field. Appointneed date. August [6, 1992. Salary is competitive and commensurate with qualifications and experience. Send letter of applicution, vila, transcripta, and names, addirectors by the program of the progra

terch and publications; advising and supersign gradents: students in special seasons, including practicum and student in special technic, providing program, department, description, including program, department, opportunity evaluable to assume role of compounity evaluation requires earned doctorate in extended to a special education requires and resolution and the ambients of many services, and a minimum of the service of an attorney services, and a minimum of the service to the service of the serv

Special Education: Barty JI, 1772-1873.

Special Education: Early Interesting in a stant/Associate: tenter track his mask possible summer amployment. Canada possible summer amployment of the tion; carned doctorate in special characteristics, amplitude in the carned approximate appr Sacial Education: Assistant/Associate Pro-itsur, leaner track, effective September 1. 1992, Emphasic on Curriculum Specialist/ Idator Teachers, Teacher Education, Ad-plastration/Supervision of Special Pro-



CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for academic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging scholarship, and fostering service to the compus and community.

Penn State's McKeesport Campus, located 20 minutes southeast of Pittsburgh, PA, covers 52 acres, has ten buildings, and enrolls approximately 1,500 full-time and part-time students, both resident and commuter. The campus offers the first two years of 120+ Penn State baccalaureate degrees; associate degrees in technology; business; hotel, restaurant and institutional management and others; and has an extensive continuing education program. A general arts and science baccalaureate degree and a baccalaureate in nursing are also offered.

Qualifications: An earned Doctorate, academic administrative experience, and a minium of five Qualifications: An earned Doctorate, academic administrative experience, and a minium of fi years experience involving a combination of teaching, research and scholarship is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in scademic planning, faculty recruitment and development, budgeting, grantsmanship and faculty governance is desirable. This twelve month continuing position includes an excellent benefits package.

Review of applications will begin February 15, 1992, and continue until the appointment is made.

Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park, PA 16802.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

The Asia Society

and extensivo management experi

Special Education: Pull-time, tenure track position available for the 1992-93 academic year. Teach undergraduate courses and supervise student teachers in a program preparing teachers of the visually impaired. Applicants are required to have experience in teaching braille, orientation and mobility, and methodology in highly desirable. Doctorate required, minimum of three years' visually impaired classroom experience (residental school, resource room, or linerant) required, higher education experience preferred, strong interpressons and organizational skills. Rank and salary are dependent upon qualifications and experience. Submit letter of application, vila, of ficial undergraduate/graduate transcripts, and three fetters of reference (written within the past six months) by Friday, February 28, 1992 to: Professor Debra K. Lynch, Chair, Search Committee, Department of Special Education, College of Education, Kutztown University, with an enrollment of 8,000 students, is a state university in the Fennsylvania State System of Higher Education. KU is an Attimustive Action, Equal Opportunity Enployer and actively solicits applications from qualified womes and minority candidates.

THE ASIA SOCIETY

PRESIDENT

America's leading public education institution on Asian cultures, art, business and contemporary affairs seeks a distinguished individual with considerable knowledge of Asia, special leadership qualities, and extension sensorment Asian.

Post-graduate degree preferred. This position requires ability to manage staff of 100 in New York head-quarters, across U.S. and in Asia. Fund relating its an important job requirement, with overall budget of \$10 million per year. Position is evallable July 1, 1992. Compensation dependent upon experience. Send letters of application, résumés and recommendations to the Presidential Search Committee, The Asia Society, 725 Park Ave., New York, NY 10021.

The Asis Society is an equal opportunity employer nvi/w/h

Southeast community college

CHANCELLOR Are you that rare executive who can advance an organization to excellence?

Are you a leader? Are you results oriented? Are you an activator?

Do you make things happen? Are you a diplomat and yet have the courage to stand up for what you believe? Can you identify and develop other people's strengths?

Can you coordinate the efforts of diverse individuals and organizations?

If this describes you, we encourage you to apply for the position of Chancellor at Southeast Community College.

Southeast Community College is a multi-campus college with the administrative offices located in Lincoln, the capital of Nebraska. Southeast Community College, with 450 full-time employees and a \$25,000,000 budget, serves over 38,000 people (5,800 FTE) each year through credit and non-credit courses. The campuses, located in Lincoln, Milford and Beatrice, provide vocational/technical and academic transfer programs. Southeast Community College is a locally supported two-year public community college and a vital segment of Nebraska's postsecondary

The Chancellor serves as the chief executive officer of the College, reporting directly to a locally elected Board of Governors.

Qualifications of the successful candidate will include:

- ♦ A leader who will work with the Board of Governors and the College community to provide an open and objective atmosphere for policy making and participatory management.
- ♦ A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and
- ♦ Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.
- ♦ Ability to provide a vision that looks to future opportunities and changes for the College.
- ♦ Experience and skills in budgeting, financial management, economic development, strategic
- planning and organizational development.
- Experience in higher education administration. ♦ An earned doctoral is desired. Persons with master's degrees and related experience will be given serious consideration.

Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

Applicants for the position of Chancellor are requested to provide:

- ♦ A letter of application specifically addressing education, leadership skills,
- management style and experience. ♦ A current resume or curriculum vita.

Send to: Chancellor Selection Committee, c/o Scudder Law Firm P.O. Box 82027, 411 South 13th Street, Lincoln, NE 68501 (402) 435-3758, 9 a.m. - 4 p.m. CST

Reviewing and screening of applications will begin on February 15, 1992. The application process will remain open until a suitable candidate is found. Candidates selected for consideration for the position will be requested to provide references, additional information and transcripts. The Chancellor is expected to assume the position on or before July 1, 1992.

All applications will be held in absolute confidence as property of the Scudder Law Firm, General Counsel to the Southeast Community College Board of Governors. Applications will be available only to Board CEO Search Committee members unless written release is obtained from applicants.

Southeast Community College is an Equal Opportunity/Affirmative Action employer. All individuals, especially women, minority and disabled are encouraged to apply.

Special Education: Assistant professor, ten-ure track, for Fall 1992. Duties include based on research there Special Education: Assistant professor, tenure track, for Fall 1992, Duties include teaching courses and advising students in non categorical graduate program, cooducting externally funded research and demonstration projects, and scholarly writing. Desirable background include academic instructions design and methods, datases and struction, curriculum-based lasses instruction, curriculum-based assessment, integration issues and methods, behavioral-occial program designed and methods, and experience teaching students with fearings and behavior problems. Requirements include carned doctorate and demonstrated potential for scholarly productivity and grantsmanship. Send letter of application by March 13, 1992 describing (a) desire for position, (b) scholarly interest, and (c) teaching accompilatments, include vita, official graduate transcripu; sample of publications and three letters of recommendation to James Martin, Ph.D., Search Committee Chair, School of Education, University of Colorado, P. O. Box 7150, Colorado Springs, Colorado 80933-7150. The University of Colorado is an Africantive Action. Squal Opportunity Employer. Women and minorities are encouraged to apply.

paires; developing data analytical models based on research literature and data from consumers and service providers; supervising graduate research assistants for data collection and analysis; conducting data analyses using multivariate, longitudinal techniques; preparing research reports and representations; and facilitating application of findings by an interagency team. Minimum Qualifications: Master's degree in Education or related field with emphasis on educational/psychological measurement and research methodology; at least two years of experience of equivalent education in conducting applied research suches; experience in computer applications (micro and mainfrance) for satisfical analyses; demonstrated quantitative research suches; demonstrated ability to write research reports and to effectively communicate technical information to a variety of audiences. Desirable Qualifications: Dectorate or substantial work toward a dectorate in education, psychology or related field; asperience in supervising research assistants; formiliarity with LISREL, analyses; and group facilitation skills. Minimum Anouel Saisary; 331,116. To upply: Send letter of application describing relevant work experience

and academic training; a current curricu-tion vitne; and three letters of reference to Dr. Robert Stodden, Ph.D., Principal In-vestigator, TTEC Project, Hawall Univer-sity Affiliated Program, 1776 University Avenue, Hocolulu, Hawall 9632. Closing Date: February 15, 1992. EEO, Affirmative Action Employer. Special Educations Assistant/Associate Pro-fessor. Puti-time tenure track position be-ginning po later than the fall of 1992. Major responsibilities include the tracking of un-

responsibilities include the tracking of indergraduate and graduate methods, curriculum and assessment courses, and the supervision of field experiences. Academic
preparation and experiences in early childhood: exceptional educational needs, and
pre-college traching experience are required. Candidates with an experd doctorate are preferred. Additional training and
experience in other areas of special education and evidence of grantsmanship, retearch, and other professional activities are
desirable. Salary is competitive and comgensurate with training and experience.
Applicants should submit a letter of application, specifying position number (111a),
résumé, three recent letters of recommendations, and transcripts to Dr. Robert S.
Pickering, Associate Dean, College of Education and Human-Brytices. University of
Wisconsin Oshkosh, Oshkosh, Wisconsin
34901. Soreening of applications will begin
on Pebruary 10, 1972. Applications will begin
on Pebruary 10, 1972. Applications will mot
be accepted after March 19, 1992. An elplabetical listing of all nomences and applicants, without differentiation, may be released following the closing date. UW Oshkosh is an Affirmative Action, Equal Op-



The Board of Trustees and the University Search Committee of Golden Gate University announce a search for a President to succeed Dr. Otto Butz, who is retiring in the summer of 1992 after a distinguished career spanning more than twenty years.

An independent, non-traditional institution, Golden Gate University is located in San Francisco, with campuses also situated in urban and suburban locations, primarily in California. The University offers professionally oriented programs designed to meet the needs of persons preparing for or engaged in business, public service and the law, and serves more than 7,000 full and part-time students who reflect the great ethnic diversity of the San Francisco Bay Area and who include an increasing number of international students.

The University seeks candidates who hold an earned doctorate or equivalent degree and have a distinguished record as a faculty member in an institution of higher education and significant administrative experience, including responsibility for a major unit of an academic institution. Management experience in business or industry will be of

Of particular interest to the Search Committee are candidates who have: the vision and energy to develop further the distinctive educational mission of Golden Gate University; the enthusiasm to engage in successful fund raising, successful experience in working with the community and the alumni; a genuine commitment to a collegial style of administration that involves students, staff and faculty in the governance of the institution; the ability to form an effective administrative team; the ability to represent the University effectively in the business community and the larger academic community and to work effectively with the accrediting agencies with which the University is associated; and the ability to provide leadership in achieving the goals of affirmative action and educational equity in a multicultural environment.

Nominations and expressions of interest should be accompanied by a current resume, and should be addressed to:

> Mr. William Zuendt, Chairman University Search Committee P.O. Box 63710 San Francisco, CA 94163

To ensure consideration, nominations and applications should be received by the Committee not later than February 28, 1992.

Golden Gate University is an Equal Opportunity, Affirmative Action Employer

EXECUTIVE DIRECTOR FOR SURA COMPUTER NETWORK

The Southeastern Universities Research Association (SURA)—a con-The Southeastern Universities Research Association (SURA)—a consortium of 40 universities organized to manage leading-edge research activities—is seeking an Executive Director for its rapidly growing regional computer network, SURAnet. The annual budget is over \$2 million. The Executive Director will be the chief operating officer and responsibilities will include the direct management, development, and operation of SURAnet. In addition, the Executive Director will advise the Principal Investigators and other SURA management on strategies and plans for the further development and prowth of SURAnet and implement those strategies and plans. The Executive Director will often represent SURAnet to its membership, to cooperating organizations, to industry, and to the Internet commitment.

ment.
Qualifications: Demonstrated management skills is an information technology-based organization, ideally including experience in directing or supporting computer networking, preferably for research and education; experience in implementing and management large-scale, complex, geographically dispersed information technology; involvement in national and international networking; ability to work effectively with broad and diverse constituencies including the research community and multi-university settings; leadership in initiating and implementing new technology programs; success in entrepreneurial efforts; experience in writing funding proposals; and knowledge of iederal funding and iederal procurement regulations. An advanced degree, preferably a Ph.D. is desirable.

SURA offers excellent fringe benefits and a competitive salary. Send SURA offers excellent fringe benefits and a competitive salary. Send résumés with salary history by February 24, 1992 to:

SURA 1709 New York Avenue, N.W., Suite 320 SURA is on AA/EOE employer.

Special Education: Assistant Professor, ion-ure track, effective September 1, 1992. Em-phasis on mild handicapping conditions with demonstrated expertise in adaptive curriculum and ionitraction. Experience across all school-age rangest and arade lev-els desin able. Supervise undergraduate and

graduate students (Master's/Doctoral) in practicum/internatipa, Involvement in research and service expected. Doctorale required, with evidence of research analyse special needs children, Itisher education icaching experience preferred. Send letter of application indicating interest and education philosophy; current curriculum vites; auprocating documentation; transcripts; three letters of recommendation by Pobrucary 15, 1992 to: Dr. Donald R. Logan, Chair, Exceptional Education Department, State University College at Buffalo, 1300 Elanwood Avenue, Buffalo, New York 1422, SUCB is an Affirmative Action, Equal Opporturity Employer, Minarties and women are encouraged to apply,

PRESIDENT FLOYD COLLEGE

Rome, Georgia

A Two-Year Unit of the University System of Georgia

The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee of Floyd College Invite nominations and applications for the position of President. This position is available on July 1, 1992, or as soon as possible thereafter. The Freatdent reports to the Chancellor of the University System of Georgia and is responsible for the successful management of all institutional operations.

ment of all institutional operations.

Located on a modern 226-scre campus 75 milea northwest of Atlanta, the College serves more than 2,500 commuting students from a seven-county area enrolled in transfer and career programs. The College is accredited by the Conmission on Colleges of the Southern Association of Colleges and Schools to award the Associate of Arta, the Associate of Science, and the Associate of Applied Science degrees. Of special distinction at the College are the comprehensive support services provided for hearing impaired students. In addition to degree programs, the College offers certificate programs and a wide range of public service courses and programs.

- Minimum qualifications for a successful candidate are as follows:
- Earned doctorate or appropriate terminal degree.
 Administrative and teaching experience in higher education (preferably at the two-year college level) or a distinguished record of equivalent experience with understanding of the teaching and service functions of a two-year

- college.

 Documented evidence of administrative skills in financial management, resource development, strategic planning, and personnel supervision.

 Demonstrated record of schrowledged integrity, intellectual accomplishments, dynamic leadership abilities, and effective communication skills.

 Commitment to be supportive of the mission of a two-year educational institution and the policies of the University System of Georgia as defined by the Board of Regents.

Nominations should include complete names, current titles, and correct addresses of nominees and must be postmarked by February 15, 1992. Applications, consisting of a fetter of interest, a comprehensive résumé, and a list of names, addresses, and leiephone numbers of a minimum of 5 individuals who may serve as references, must be postmarked by Plarch 14, 1992. All nominations and applications should be forwarded to:

Jerry W. Sheiton, Chair Presidential Bearch and Screen Comm P. O. Box 1864 Floyd College Rome, Georgia 30162-1864

Pertinent information (names, résumés, and non-evaluative materials) on all nominees and applicants will be open to public inspection under Georgia law.

Floyd College is an equal opportunity educational institution and an equal opportunity, affirmative action employer.

Graduate Theological Union Berkeley, California

PRESIDENT OF THEOLOGICAL CONSORTIUM

Demonstrated leadership in theological education, administration and fund raising.

The President provides collegial leadership to a nondenominational, inter-religious institution comprised of nine seminaries and affiliated centers representing a variety of denominations and religious traditions. The GTU has a combined enrollment of 1,300 students in M.Div., M.A., Ph.D., and Th.D. degree programs. It is the largest consortium in the western United States, and is located in immediate proximity to and has established links with the University of California, Borkeley, Salary is negotiable. Send letter of application and résumé by February 1, 1992, to:

Chair, Presidential Scarch Committee Graduate Theological Union 2400 Ridge Road Berkeley, CA 94709

The GTU is an equal opportunity employer.

Speech Communication: Tenure track position for generalist in Speech Communication preferred. Market is the Lecturer, Assistant, or Association will be at the Lecturer, Assistant, or Association, or Association, but not limited to, professional sports, intercollegate management experience in the accommensurate with education and experience in the across divers to application with experience in the across divers to application and commensurate with education and experience and commitment to research a minimum of three letters of reference directly to: Ms. Mary Lenaburs. Acting Chair, Division of Communication Antisconding and a minimum of three letters of reference directly to: Ms. Mary Lenaburs. Acting Chair, Division of Communication Antisconding and the application indicating your area of interest, a curriculum vine, and three vertex commensurate with education and experience with education and experience with education indicating your area of interest, a curriculum vine, and three vertex commensurate with education indicating your area of interest, a curriculum vine, and three vertex commensurate with education and experience in the Lecturer, Assistant, a Assistant, and the Lecturer, Assistant and the Lecturer, Assistant and the Lecturer, Assistant and the Lecturer, Assistant and the Lecturer, Assistant, and the Lecturer, Assistant, and the Lecturer, Assi

Equal Opportunity, Anismative Action Employer.

Speech Pathology: Faculty position—Assistant Professor, ten terminal feature fractions appointment for Pall 1992. Ph.D. in Speech - Language Pathology required. CCCSLP and expertise in the areas of neuroscale disorders anothy rote disorders and professor. As a contract professor, the special professor of research and the professor of newly-established B.S. in Sports Administration degree program professor. Send currently and setting Pall, 1992 as Discover of newly-established B.S. in Sports Administration degree program of research. Send currelum white, in the second of professor of newly-established B.S. in Sports Administration degree program of research. Send currelum white, in the second of the professor of professor of newly-established B.S. in Sports Administration degree program of research. Send currelum white in the professor of professor of newly-established B.S. in Sports Administration degree program of research. Send currelum white a professor of application, selected publications professor. Send research and currely management in the professor of applications selected publications to sports administration degree program. Send resume and statement of the professor of applications selected publications of applications in physical education, legal and think the professor. Send research and comments of applications of applications of professor of applications and professor in the professor of applications and professor of students. The Decoration of the professor of the pro

A Committee of the Comm

California University of Pennsylvania

The Council of Trustees of Colifornia University Invites nominations and applications for the oth president of the University upon the retirement of John Pierce Watkins from the presidency in June, 1992.

PRESIDENT

Pierce Waddins from the presidency in June, 1992.

California University, founded in 1852, part of the State System of higher Education of the Commonwealth of Pennsylvania, is a regional comprehensive institution. The University's 3:33 full-time and 55 part-time faculty see 7,000 students through the Colleges of Liberal Arts, Education and furna Services, Science and Technology, and the School of Graduate Studies and

Research.

The largest fustilution of higher education in extreme southwestern Penest vania, California University is located 35 miles south of Pittsburgh is toothills of the Allegheny Mountains near Pennsylvania's Lauret Highed recreation area. When the expressway linking Pittsburgh is complete, California will be a 20-minute communic to downtown Pittsburgh in the heart of the anticipated economic development area.

California seeks randitiates with demonstrated leadership skills, a dear independent of and appreciation for the real tasks involved in leading and research, and experience with the life and operation of an institution of high education. The president should have an appreciation of the role of the Sas System of Higher Education and a willingness to participate as a partier in the statement of the same and the statement of the same and the same

The ideal candidates should possess the following strengths: • ability to articulate a vision for the University's future growth and develop

experience with long range strategic planning
 a genuine commitment to shared governance in a collective bagsing

successful experience in the management of complex environment
 still experience in the management of complex environment
 ability to communicate effectively with diverse constituences include faculty, staff, students, parents and alumni; business, community, and governmental leaders; and the media
 willingness to provide the leaders his and present leaders.

governmental leaders; and the media

willingness to provide the leadership and personal involvement require
for successful fund raising and resource development A more complete statement of leadership qualities is available to all interest

Nominations and applications should be sent to:

Mr. Frank Mascata Chair, Presidential Search Committee California University P. O. Box 607 California, PA 15419

Applications should include a current résumé and letter discussing the sa didate's qualifications in terms of the stated criteria.

Applications will be reviewed communicing February 24, 1992. Candida whose applications are received after that date cannot be promised a life.

California University of Perussylvania is an AAEEOC Employer, and strongly encourages the applications of warmen and minorities. This search is assisted by the Presidential Search Consultation Survice of the Association of Gour

PRESIDEN



The Board of Trustees and the Presidentral Sourch Committee Invite recommundations and applications for the position of President It is expected an appointment will be made by July 1, 1992

Founded in 1890, Torkyo Post University is located in Water bury, Connecticut, approximately 90 miles northeast of New York and 150 miles southwest of Boston. The school is a private, non-profit, coeducational, American bacca institution, affiliated with Telkyo University, with linkages in Japan, England, Germany, The Netherlands and The United States It has an enrollment of approximately 2,000 resident and commuting students, including students from over thirty

Qualified candidates will have an earned doctorate with demonstrated leadership ability in working with facility students, staff, alumni and the community and have a successful teaching and academic administrative experience. ence in higher education at or above the dean's level Candidates must be highly motivated with a strong apple ciation for current and developing issues of global interest. pendence and have the ability to inspire wide support for institutional advancement

Recommendations and applications with supporting materials should be received by February 8, 1992.



Philippe F. Scholten, Secretary Presidential Search Committee Telkyo Post University 800 Country Club Road Post Office Box 2540 Waterbury, CT 06723-2540

An Alimnative Action, Equal Opportunity Employer

to teach undergraduate/graduate Statistics and Mathematics. Ph D., quality teaching, atrong promite for research, applied background, prefer actuarial expertises with a potential to direct the statistics and actuarial programs. Send risuant and 3 references to Dr. Randell Heckman, Sente t Committee Chair, Department of Mathematics and Statistics, University of Nebratian at Kearney, Nebratia 68849-3160 EH69 AA.

Suddent Affairs/Dean: Dean of Students, Longwood College, Parwise position of Dean of Students, The Dean of Students and Reposition of Dean of Students. The Dean of Students Affairs. Responsibilities include housing and residence education, student

Principal of the **Burnell Campus School**

Andomaler State College is seeling an experienced academic leader properties with the control of the survey of the control of the survey o ear report to the under of the standard of Education, in responsible for the leadering planning, direction, and supervision of the instructional pograms and operations of the school. The principal also has primary programs and operations of time actions. The principal was the printing responsibility for assuring that Burnell becomes a national model sporatory school Bridgewater State College is looking for a creative bade who will work with faculty to develop curricula, demonstration popular, evening and summer programs, and who can create an environment conductive to faculty innovation.

The Burnell School currently serves more than 370 children in its prethe burner School and program in an excellent educational facility.

The school has manistred close working relationships with faculty in
the other program in the School of Education and in various arts and Platoner program in the school of Education and in various arts and sciences departments. Over the next several years, the College will be implementing a \$10 million program in educational technologies that ref make watable to the Burnell School important resources including smaller up and down link capabilities, CD-ROM, CD-1 and laser disk branes, and television laboratories. At the same time, the College is powers, and unerrison aboutations of the Same time, the College is attempting to re-orient the Burnell School to act as a major regional and national issource for curriculum imposition

The successful candidate will have an earned doctorate and strong aca-demo proceedings. Heishe will have a thorough knowledge of higher education practices, and procedures, as well as a strong serie of intronal issues in early childhood and elementary education. Repetity for certification in Massachusetts both as a teacher and prin-series to represent a teacher and actions. Repeals to commission in measurements are according to opal is required as its successful experience as a feacher and school dimension A strong commitment to affirmative action and educa-tional directly is required. Preference will be given to candidates who have experience with marketing education, who can interact well with pactitioners regionally, and who have strong national recognition.

Biogeviter State College is located approximately 30 miles south of Beston within an easy drive of Cape Cod. The College currently entrolls 800 full and part-time students. Approximately 38 percent of the stu-dent body is in teacher addication and the College is the largest pro-ducer of K-12 leachers in the Commonwealth.

SALARY: Competitive STARTING DATE: Approximately June 15, 1992 GEADLINE FOR A COMPLETE APPLICATION FILE: Open and continung but not prior to January 24, 1991. (Curriculum vitae and name, address and injections number of at least times professional references

should be submitted for a complete file) ADDRESS ALL INQUIRIES TO: Chairperson, Search Committee, c/o Office of Human Resources, Boyden Hall, Bridgewater State College Bridgewater, MA 02325







·M·HISTORICAL SOCIETY# WASHINGTON DC

Executive Director

The Historical Society of Washington, D.C. areks an Executive Director with proven exprience to provide leadership and vision for the only unstitution in America's capital did devoted entirely to its local history. The Society operates a toseas h library and a paler for changing exhibits, publishes a semi-annual magazine, offers a variety of public programs, and monages a Victorian house museum in the heart of the city which series as Radquarters. The Society has 1,800 members, five full-time and seven put-line employees, and 80 volunteers. The successful candidate should have an ambilished record of program development, fund raising, resource management, and fracting out to diverse communities. Knowledge of American history and advanced depre preferable. Salary is commensurate with experience and qualifications. By February 28, send cover letter, resume and names of three references to.

Dr. Donald R. McNed P. O. Box 33487 Washington, D.C. 20033-0467

The Society is an equal opportunity, affirmative action employer.

the sud monitor the division budget and others sudent disciplinary policies. Specials or equivalent 124 graduate semester how beyond the Master st in student personal structure. Consider the distriction or related occupional experience required Doctorate is higher education, computer literacy, seed, survivory experience of the regardinated sensitivity to diverse student begins and records functions desired. Salaging and records functions desired. Salaging and send re Spass and tend resume postmarked by the strength of the streng

Student Services: Assistant Director for New Student Services, Reports to the Director of Student Life Develop, cuordinate, and implement all programs for new students including new student orientation, Summer CARES, and Transfer CARES (Campus Advisement, Registration, and Enrollment Satisbart Develop, contdi-[Campus Advisement, Registration, and farullment Sersions.] Develop, coordinate, and evaluate the College Orientation course. Courdinate all entering student programs with other Student Affairs resources and personnel. Master's degree in Counseling. Psychology. Student Personnel, or related field required. Doctorate preferred. Two to four years' experience in student activities, orientation programs, or admissions required, at the college or ordiversity level preferred. Knowledge of himman and student development, group dynamics, testing, program evaluation required. Personnetted competinely in computer applications to data-base maintenance, record keeping, and communication systems required. Anistal twelvementh approximent. Salary base \$23,000. Appointment effective May 18, 1992. Send letter of application, returned, and names, addresses, and telephone numbers of three references to Dr. James M. Außinchon, Drector of Placement and Student Development, Philipping State University, Pittlebars, Kanista 66762. For first Consider the proposal proportion academic assense identifications are due February 14, 1992; search will continue until candidate in the proposal pro

5G RIDGEWATER

UNIVERSITY OF COLORADO HEALTH SCIENCES CENTER CHANCELLOR

The Chair of the Search Committee, Executive Vice President Theo, Volsky, Ir., is seeking nominations and applications for the position of the Chancelor of the University of Colorado Health Sciences Center. The Health Sciences Center is one of four campuses of the public University and is located in Denver, Colorado, Located on the campus are the Schools of Medicine, Nursing, Dentistry, Pharmacy, Graduate Education, University Hospital, Colorado Psychiatric Hospital, as well as many regional centers and Institutes. The campus has a total of 2,424 students and a graduate medical education program which includes 720 residents and fellows that are located on campus and at affiliated institutions throughout the State. There are approximately 1,200 full-time faculty who are engaged in the education, research, patient care and community service missions of the campus. The budget for the campus, excluding University Hospital, is over \$200 million, Research and training grant and contract awards currently total over \$80 million per year.

The Chancellor is, the chief academic and administrative officer for the

The Chancellor is the chief academic and administrative officer for the campus and reports directly to the President of the University, which is governed by a nine member elected Board of Regents. The Chancellor also serves, by law, as the Chalrperson of the Board of University Hospital which has been reorganized as a Hospital Authority. The Chancellor represents the institution with external constituencies including affiliated hospitals, local and state elected officials, alumni, donors, community and business leaders, and others. The Chancellor serves as a member of the President's cabinet and represents the University in all matters related to health policy and the delivery of health services. Currently, those who report to the Chancellor include the Vice Chancellors, the five deans of the health sciences schools, the Superintendent of Colorado Psychlautic Hospitals, and Various staff and directors of internal agencies.

The University of Colorado is committed to equal employment opportunity and affirmative action. Qualified candidates must have academic credentials that are customary for this type of position and experience in a significant leadership position at an academic health center, large University, or comparable philanthropic organization.

Please submit nominations and applications to the Search Committee no later than March 1, 1992. All correspondence or requests for additional

Ms. Denise Brown Search Committee Staff University of Colorado Health Sciences Center 4200 E. Ninth Avenue, Box A095 Denver, Colorado 80262 (303) 270-7734

President of the Carnegie Bosch Institute for Applied Studies in International Management

GRADUATE SCHOOL OF INDUSTRIAL ADMINISTRATION

CARENEGIE MELLON UNIVERSITY

The Carnegie Bosch Institute for Applied Studies in International Management is part of the Graduate School of Industrial Administration of Carnegie Mellon University, The Institute was founded in 1990 with an endowment from the Robert Bosch Corporation.

The Institute is dedicated to fostering research and education related to international business. The Institute disseminates knowledge in the field of international management to improve managers' and researchers' understanding of fundamental issues related to the global orientation of business. The Institute also fosters international cooperation by encouraging close partnerships among corporate, foundation, and academic partners from around the world.

around the world.

The president is chief executive officer of the Institute, working under the direction of the governing board, and, when, the board is not in session, shall report to the dean of the Graduate School of Industrial Administration. As such, the president is charged with providing leadership and strategic direction for the Institute. The president manages the Institute to stimulate research and education in management issues relevant to businesses with a global orientation. The goal is to help improve international management by developing effective guidance for managers operating in an international environment.

The president will be appointed to be a senior, tenured faculty member at GSIA and must satisfy the requirements for that position. The president will be appointed for a four-year term, with a possible renewal for a second four-year term. The president serves at the pleasure of the Governing Board. Salary is commensurate with experience.

To apply for this position or to submit a nomination, please send a full academic curriculum vitae to:

Dr. Robert S. Sullivan, Dean Graduate School of Industrial Administration Carnegie Mellon University Frew and Tech Streets, Room 101 Pittsburgh, PA 15213

Carnegie Mellon University is an equal opportunity, affirmative action employer.

man and Community Sciences/136; University of Nevada, Reno; Reno, Nevada 89557; 702-784-6975. Review of applications will begin February 15, 1992 and continue unit search is successfully completed, REO/AA employer.

PRESIDENT Hawkeve Institute of Technology

Waterloo, Iowa

The Board of Trustees of Hawkeye Institute of Technology (lows Area VII) Invites applications and nominations for the position of President The President is the chief executive officer and reports to a nine-member Board of Trustees Dr. John E. Hawse, the current President, will retire in June, 1992, after states years of successful service. The Board seales an individual who is a recognized educational leader and an individual who is committed to both technical aducation and the comprehensive community college.

seals: an individual who is a recognized educational leader and an individual who is committed to both ischnical aducation and the comprehensive community college CHALLENGES AND OPPORTUNITIES: in the next live to len years, the new President will be expected to address several issues, including [1] internal Leadership. The new President of Hawkey institute of Technology will be expected to provide leadership in maintaining the institute's vocational/aschnical education excellence and superiority in business and industry training programs white integrating the Transfer Program into Hawkeys Tech's finances, personnel and administrative systems. The new President will be expected to continue and expand the Quality Enhancement Program to insure that the gains made through the program's initiation are maintained. He or she will need to recruit a highly qualified and diverse faculty and administrative staff to replace a significant number who will retire in the coming decade. And, finally, the new President will be expected to maintain the institute's fiscal accountability and resources within a changing and limited concerny [2]. External Reliations. Hawkeye Institute of Technology enjoys a very positive and successful relationable with the business and industry community. The new President will be expected to maintain and increase the open and ongoing communications with the loware expected to maintain and increase the open and ongoing communications with the loware fiscal support of Hawkeys Tech. He or she will be expected to build upon these successful relationships to increase the community's awareness and appreciation of Hawkeye Tech. He or she will be expected to build upon these successful relationships to increase the community's awareness and appreciation of the Mawkeye Tech-Pology and to bring new community groups into the Institute's sphere. The new President will be expected to provide leadership to the Hawkeye Tech Poundation and to develop a strong alumin aganization to encouracy participation from 22,0

as well as to reliect the new and emerging needs of the communities to Hawkeye Lech.
PREFERRED QUALIFICATIONS: The preferred professional qualifications are uncompassed in these specific qualifies; (1) Leading condidates for the position of President of Hawkeye Institute of Technology will have a record of accomplishment and experience in vocational/technical education, community college or other postsecondary education (2) They will be effective and pursuative spokes-persons who are able to represent the institution and advocate effectively for its students, its programs and its future, both internally and externally. (3) They will be individuals committed to long range planning, with a track record of visionany, growth-oriented leadership. (4) Leading candidates will be committed to the Quality Enhancement process and to empowering and leading others through team building, consensus building and open communications, and will have exemplary personal and professional characteristics.

and professional characteristics
In addition to the broad perspective and expertential bedignound expected, the new President of Hawkuye institute of Technology will be: (1) An energetic and dynamic individual who approaches problem solving with endurstam, and is a fair and contributed who approaches problem solving with endurstam, and is a fair and contributed and start of the problem and start of governance within an academic setting (3) An individual with a primary commitment to and background in vocational technical training and education, as well as the art and sciences, (4) A seasoned administrator who is skilled in budget development, translating management, and resource development, (5) A college leader who is committed to faculty, staff and student divertity, appreciative of faculty and staff expertite, and who is studenty, staff and student divertity, appreciative of faculty and staff expertite, and who is studenty, staff and culturally diverse communities, and with faculty, staff, students and Section of Trustess (7) An individual who will provide leadership in working with business and industry as Hawkeye Tech maintains state-of the act vocational/technical and occupational programs. (8) An open and responsive individual who is able to inspire trust and loyally in others, and who has a sense of humor and a willingness to share both success and feiture (9) An individual with an earned doctorate is preferred.

Application Process: Applicants should briefly state in their letter of application how they

(9) An individual with an earned doctorate is preferred.

Application Process: Applicants should briefly sints in their latter of application how they would address the Challenges and Opportunities identified or how their background has prepared them to success as the new President. Applicants also should briefly address how they meet the personal and professional Preferred Qualifications. In addition, applicants should submit a current resume and the names and business and home telephone numbers of eight seferences: two supervisors, two subordinates, two colleagues and two faculty numbers from either their current or former institutions. Norminations and applicants also continue to be received until the position is filled. However, since the Presidential Search Committee will begin reviewing applicants; materials in January, 1992, submissions are superally encouraged prior to that time. Norminations and applications should be submitted to: Presidential Search Committee Chair, Attention Ms. Batte Rusek, Hawkeye Institute of Technology, CHE, 1591 East Orange Road, P. O. Box 8018, Waterland, town 5074-8018. At inquiries, norminations and applications will be held in stricts confidence. Hawkeye Institute of Technology is an equal opportunity institution and does not discriminate on the beats of race, color, gender, religion, age, national origin, disability, or sexual original o

An ACCT Search

ing a new outcome-focused, assessment based teacher proparation program in partnership with six metropolitan Atlanta school systems. The Project Director must provide direction and coordination for College personnel, public school personnel, consultanta, and advisors in determining program outcomes and developing termining experiences (curriculum) for this new non-traditional amorphy to be implemented in

ilice January 31, 1992.

Testing: Test Development and Analysis Specialist for Georgia Assessment Project, Georgia and Analysis Specialist for Georgia Assessment Project, Georgia Georgia Assessment Project, Georgia Georgia

consultants, and advisors in determining program outcomes and developing learning experiences (curriculum) for this new non-traditional program to be implemented in September, 1993. Master's required, doctorate desirable. Demonstrated leadership and curriculum development ability required. Salary negotiable. Application deading January 30, 1992. Project completion—July, 1993. Sond letter of application and resume to Dr. Elliot W. McElroy. Vice President for Academic Affairs, Clayton State College. Morrow, Georgia 30260, AA/EEOI, Georgia is an open records state.

Television/Public Policy: Public Television. Award-winning public TV association seeks Congressional representative. Requires minimum of the years, professional experience in affecting national policy, especially public broadensting and/or TV, highly desirable, Midson mid-60's to mid-60's plus benefits. For application information, contact: Ms. Armstrong, America's Public Television Stational, 1350 Coonecticut Avegue, NW #200, Washington, DC 20036. EOE, Deadline January 31, 1992. Good and the professor of the stage; demonstrated collaborative abilities, experience or interest in non-traditional ineating companies of relevant experience or interest in non-traditional ineating companies of relevant experience in telescommunications, especially public broadens and the professor of the stage; demonstrated collaborative abilities, experience or interest in non-traditional ineating control of the public broadens and the professor of interest outlaining reloces who we manuscropt of relevant experiences or of Theatre. University of Rensas, 56045; (913) 564-3381. The University of Kanssa is an EQ/AA employer.

Theatre America's Public College. NW #200, Washington, DC 20036. EOE, Dead-line January 31, 1992.

process in the new luture

• DEMONSTRATED:

Applicants should submit

An earned doctorate preferred
 An understanding of and connul nity college philosophy

PRESIDENT

LEE COLLEGE

The Board of Regents of Lee College invites applications and nominations for the position of chief executive officer and President of the college, Lee College is a public comprehensive community edig serving 160,000 residents in the Baytown area. The college, founded 1934, is situated on 37 acres of hand in Baytown, Texas, locate 3 miles east of Houston on Cadveston Bay. The college serves appromately 15,000 credit and non-credit students per year. In addition the main campus, there are classes laught at seven extension site, regional mall, and the Texas Department of Criminal Justice in Hunville, Texas. The college enjoys a healthy financial condition adaports to endemons with a \$20 million budget.

Committed to the growth of individuals as persons, as good elizered their community, state and country, and as enthusiastic participate society, the college seeks a visionary lender who understands beconcept of leading by serving. The successful candidate will possess excellent communication skills; speaking, writing, and listening.

Lee College is accredited by the Southern Association of Colleges and Schools and looks forward to the opportunities in the reaccredition

PRESIDENTIAL PROFILE

Successful teaching experience, higher education level pr

Succession tenening experience and financial management
 Abilities in resource development and financial management
 Commitment to the philosophy of shared governance
 Ability to heilitute the creation of a common vision and toutkelate the vision in a meaningful and inspiring way to all costing

ents • Ability to lead in strategic planning and assessment of all to

Ability to lead in strategic planning and assessment of all exclovers
Ability to work effectively with colleges, universities, load school districts, local and state government, business, indust, labor, the college foundation, and other community groups
Leadership in homoring and cole-brating diversity in the index loady, college employees, and the community at large
Commitment to aggressive recruitment and assimilation of abnority students and employees
Commitment to teaching and learning issues in higher education's quest for excellence
Commitment to academic freedom

Ocumultment to academic freedom Ability to work with an elected board of regents with local tax

Betty Foreman Presidential Search Committee Lee College 511 South Whiting Baytown, TX 77520-1796

Closing date for applications is January 31, 1992. Starting date is july l 1992, or as soon as possible.

An Equal Opportunity, Affirmative Action Employer An ACCT Search

MOHEGAN

Mohegan Community College

Connecticut, to be postmarked no later than February 1, 1992

The Connecticut Board of Trustees of Community Technical Colleges invited named and applications for the position of Fressert of Michagan Community Coage in Hondo

Founded in 1969, Monegan Community College currently ecrolls over 3000 full-adjet-time students in 37 associate degree and certificate programs in Moral arts, general students in accordance to certificate programs and career curricula. Non-credit community certificate and community enterties and non-trade programs also important transforms at Michigan. The codego's credit and non-trade programming plays a significant role in the economic development of the southeastern Career but region.

Copes of the position announcement are available from and latters of application we detailed returns should be submerted to Andrew C Moderdy. Executive Brests for Community-Section as Colleges of Connect cut. 61 Woodland Street. Hardon, CT 0855 An equal opportunity, afternature action employer mili

COMMUNITY & TECHNICAL COLLECT

of CONNECTICU

Norwich, Connecticut

2. A letter of application addressing the elements of the profile.
2. A current resume including a home and business phone number.
3. Names, addresses and telephone numbers of five references of can describe how the profile elements are met.

Applications and nominations should be mailed to

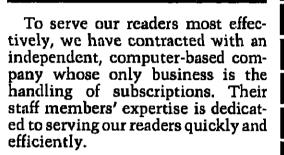
Salary is competitive with excellent benefits.

PRESIDENT

ative experience, community college pe

Baytown, Texas

For fastest service, please write. don't phone.



They can do this best if you'll write them directly—enclosing a copy of your address label, if you have one. Or use this coupon to let them know how they can serve you.

Please check the appropriate box(es) below:

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- □ Renew a subscription (49 issues—one year)
- \$67.50; payment enclosed
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Miss Porter's School



Head of School

Pounded in 1843, Miss Porter's School is a college preparatory girls' boarding school. With a faculty of 44 and a student body of 265 students of whom 80 are day students, the School includes grades 9 though 12. The campus of 30 acres is in the town of Parmington located nine miles

The Board of Trustees seeks a person who has a commitment to girls' boarding schools and who understands and can foster a sense of com-rounity within the School; who has had significant involvement in education and can be a leader of faculty who themselves are committed to excellence and are reflective about teaching; and who has a clear understanding of what a girl's boarding school needs to be in the 1990's and can articulate the resilities of and vision for Miss Porter's School.

Applications and nominations are due by February 15, 1992. Candidate materials requested include a cover letter explaining the candidate's interest in and qualifications for the position, a current resumé, and five references with addresses and telephone numbers. Candidate materials should be sent to:

Idanelle McMurry Search Consultant The Education Group 5952 Royal Lane, Suite 203 Dallas, Texas 75230 (615) 665-2412 or (800) 369-9102

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PRESIDENT

Independent Schools Association of the Central States

The Independent Schools Association of the Central States (ISACS) seeks a President to assume the position which will be vacated by the retirement of Thomas Read on July 1, 1993.

ISACS is an association of more then one hundred sixty independent schools located in a fifteen-state region between West Virginia and Nebreska. A central purpose of the association is to encourage, develop, and support the highest possible standards of attainment in its member schools and to recognize by formal accreditation those schools in which these standards are maintained.

The President reports to the Board of Directors and has responsibility

for

directing, coordinating and overseeing the evaluation/accreditation of member schools

assisting schools in the professional enhancement and development of teachers, administrators and trustees

promoting attention to critical issues such as diversity, governance, and the finencial future of independent schools

gathering information from public and private associations and governmental agencies and disseminating it to the member schools

daveloping a network of people, schools and organizations which serve as resources for member schools which seek assistance.

The President is responsible for the member shoots which seek assistance. The President is responsible for the supervision of the staff located at the ISACS Central Office in Downers Grove, Jilinois.

The preferred candidate will have extensive experience in and knowledge of independent schools.

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s and applications should be sent prior to February 15, 1992

Dr. Raiph N. Manuel, Chair ISACS Search Committee Sulver Educational Foundation Box 156 Culver, Indiana 46511

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The director oversees the operation of the center which includes a staff of 158 professional and support personnel. Reporting directly to the president of New York City Technical College, he / she is responto the president of New York City Technical College, har single traplate sole for budget preparation and management; administration of program development; interpretation of educational philosophy; coordination of counseling, academic and vocational etements of the center's programs; establishment and coordination of appropriate relationships with New York City Technical College, business, interest and coordination of appropriate relationships with New York City Technical College, business, interest and coordinations. dustrial and community organizations

The successful candidate must have at least 8 years of administrative/supervisory experience of which 3 must be ma public posteecondary institution; strong public relations skills and expertise with program design/development; demonstrated skill in organizational management and budget management and preparation; and strong writing and verbal skills. A doctorate in a related

The salary is at the HEO rate of \$70.110 / A + an additional remuneration of \$7670. Resumes, letters of application and nominations, complete with names of three references and a vitae should be sent to: Gean Thomas M. Carroll Cean for Human Resources

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Search for a Chancellor of North Carolina Central University

DURHAM, NORTH CAROLINA

The Board of Trustees of North Carolina Central University seeks a qualified person for the position of Chancellor. The appointment will be effective July 1, 1992. The salary and fringe benefits are competitive regionally and nationally.

North Carolina Central University is one of the sixteen constituent institutions of the University of North Carolina. It is a historically black, public, comprehensive institution whose five degree-granting units are the College of Arts and Sciences (Graduate and Undergraduate Divisions), the School of Business, the School of Law, the School of Education, and the School of Library and information Sciences. The University awards baccalaureate and master's degrees and the first professional degree in law. It serves approximately 5,300 students on a 104-acre campus.

The Chancellor of North Carolina Central University is the chief administrative and executive head of the institution and is responsible for carrying out the policies of the University System's Board of Governors and the institution's Board of Trustees. Nominees for the position should hold an earned doctorate or appropriate terminal degree in an academic or a professional field and possess a demonstrated record of academic excellence and administrative

Completed applications should be postmarked by February 15, 1992. Applications must be accompanied by a resume and include the names of at least five references with their business addresses and telephone numbers. Letters of nomination and/or application should be addressed to:

Mr. Bert Collins, Chairman c/o Dr. Patsy B. Perry, Executive Director Search Committee for Chancellor Post Office Box 1769 Durham, NC 27702-1769

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Minnesota Community College System

PRESIDENT

INVER HILLS COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces on opening for the position of President at Inver Hills Community College. Inver Hills Community College currently enrolls 5,500 students. Founded in 1970, the college is located in Inver Grove Heights, a southern suburb of the Twin Cities of Minneapolis and St. Paul.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has increased over 51% in the past seven years.

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- Demonstrated leadership ability in areas such as instruction and student services.
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 Expanience in educational administration, preferably at the post-secondary level; community college administrative experience is desirable.
 An earned doctorate or appropriate experience that provides equivalent strength.
- strength.
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The application deadline is February 3, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resume, and the names of three references. Please address nominations, inquiries, and applications to.

Anne Weyandi
Search Coordinator
MINNESOTA COMMUNITY COLLEGE SYSTEM
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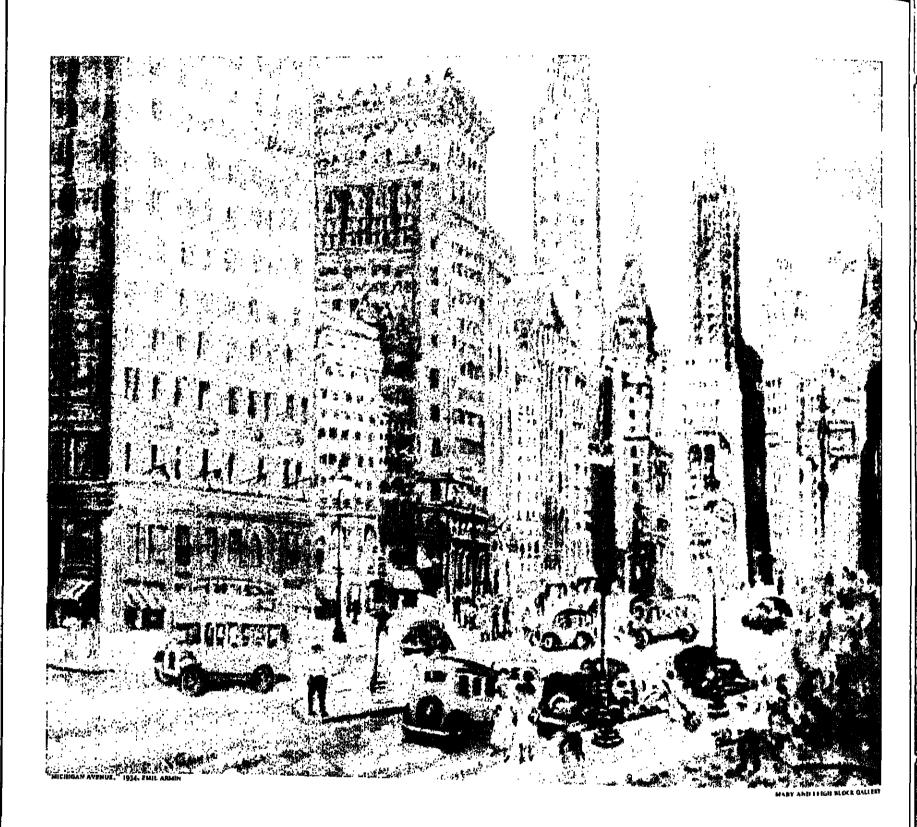
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End Paper



Chicago's Boisterous, Modernist Paintings

s EARLY AS 1897 one writer commented, "Pork, not Plato, surreal tendencies in these works by early 20th-century Chicago roe began publishing Poetry—A Magazine of Verse in Chicago, it emerges from an often described immaturity. According to J. Z. elicited only laughter from the Eastern establishment. Still assumJacobson, author of the 1932 publication Art of Today: Chicago. ing that the gritty Midwestern town could not generate or support 1933, "Our city is young, our city is crude; the spirit of it is not such refined activity, an editorial in a Philadelphia newspaper clearly and completely crystalized." The approach to both form dubbed Monroe's venture "Poetry in Porkopolis." Chicago's indigenous painting was even less credible. "Thinking Modern: vital spirit of the city. Painting in Chicago, 1910-1940" is an attempt to reassess modernist painting in Chicago—to look at the work of a group of longforgotten pioneers.

The 85 paintings in the exhibition are vigorous and spirited, if

has made Chicago," voicing the widespread belief that painters can be seen as a positive reflection of a particular milieu in the vital and prosperous meat-packing center was not a which the tension between modernism and regionalism was alserious cultural contender. In 1912, when Harriet Mon-

"Thinking Modern: Painting in Chicago 1910–1940" will be at the Mary and Leigh Block Gallery at Northwestern University from January 18 through April 5. The American Line of the 18 through April 5. The text above is by Susan Weininger, director of the not slick and sophisticated. They are accessible and straightforuniversity and curator of the exhibition. It is excerpted from the exhibition.

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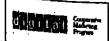
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The Learning Society: Private Lives

By Bernard R. Gifford, Ph.D. Vice President, Education Apple Computer, Inc.

Last night I stayed up late working on a speech about the "productivity paradox"---why, despite the rapid proliferation of computer technology in the last decade, we haven't seen a dramatic rise in productivity.

My family was already asleep when I shut off the computer, so I began the nightly ritual. I doused the lights in each room, pushed the off button on the CD player, switched on the security system, turned on the telephone answering machine, and set the timer for our morning coffee.

As I listened to the refrigerator's steady hum in the dark kitchen, I thought about how pervasive electric power has become in our lives. We use it to do everything from roasting our potatoes to ridding our teeth of excess plaque. It is hard to imagine that anyone could ever have doubted its utility or its impact on daily life. But in fact, it took decades for electricity to transform the home. When Thomas Edison began fabricating light bulbs in the 1880s, no one imagined how profoundly his invention would penneate American life.

In Electrifying America: Social Meanings of a New Technology, David E. Nye explores this time lag, analyzing the kinds of changes a society must undergo before it can be transformed by technology.

Nye describes how, in the last years of the nineteenth century, entreprencurs illuminated store windows, extending the shopping day and drawing awestruck crowds downtown to see the lights. In 1890, the town of Wabash, Indiana, installed four 3,000-candle are lights on its courthouse, and the Wabash Plain Dealer rejoiced: "Men fell on their knees, groans were uttered at the sight, and many were dumb with amazement."

Electricity was readily accepted as a force that could alter public life—the things said and done in floodlit town squares, hotels, theaters, department stores, and clubs. But years passed before electricity was hamessed to transform private lives. The lights went on in public places and mansions in the 1880s, Nye notes, but most houses were not wired until after 1915. And it wasn't just a question of creating an infrastructurestringing wire and retooling homes. We Americans apparently needed years to change our ways of thinking about ourselves and our relationships

It took decades for us to accept the notion that technology might change our habits or widen our choices; that electric lights might give us more illuminated hours in which to read, work, and socialize, or that timesaving machines might liberate women from domestic drudgery.

Even after homeowners accepted the practical advantages of electric lighting, functionality was not their chief concern. "For a generation," Nye tells us, "it remained an expensive novelty, displayed prominently in the most public rooms of the house..." For decades, the most popular form of domestic electrification was the lights on the Christmas tree.

The electrification of America proceeded slowly but surely. And the computerization of America appears to be moving along in about the same way. After all, as Nye stresses, "Every new technology is a social construction, and the terms of its adoption are culturally determined."

I suspect that in the year 2020, we'll look back and wonder why it took so long for those short-sighted folks of the late twentieth century to move forward on technology. We'll wonder why it took so long to create new kinds of information-based organizations, to build adequate electronic data highways, or to profit from educational technologies.

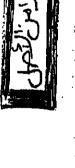
As in the early days of electrification, Americans have accepted the power of the computer to transform public lives. But we have underestimated its impact on private lives. And the experts haven't done much better. Pioneers such as John von Neumann, who worked on the famous JOHNNIAC computer at Princeton half a century ago, thought of computers as huge, costly, rare machines that would forever reside in mammoth institutions. In the 1950s, the crystal-ball readers at IBM predicted that the worldwide market for computers would demand only a grand total of ten machines.

Even scientists failed to predict that instead of getting bigger and higger, computers would get smaller and smaller-not to mention cheaper and cheaper. They did not foresee the astonishingly rapid diffusion of personal computers into our homes and schools.

Today, homes and schools are where the most profound and surprising technological developments are likely to occur. As Nye points out, for the typical American "electrification was not an abstract process, but a series of choices." Once we chose to embrace the new technology in our homes, we began to put it to unpredictable uses. For example, we used refrigerators not just to store food, but also "to hide money in fake cabbages, to protect photographic film, to give nylon stockings longer life, to allow pet snakes to hibernate, and to preserve drugs." He concludes that "tools or technologies bought for a certain clearly defined use develop other meanings over time as part of lived experience."

In homes, schools, and universities all over the nation, Americans are inventing new applications for the personal computer every hour of every day. In the hands of so many inspired, intelligent people, who knows what age-old problems our new technologies might solve.





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A New York State Senator looking to legalize the use of Chemical Mace and other noxious chemical sprays as a defense against assaults, has colleges and universities to distribute the sprays to students.

"Criminal attacks against students are on the rise and it is time the state helped them to protect themselves," Sen. John J. Marchi said in a statement.

Mr. Marchi is also co-sponsoring a bill that would legalize such sprays throughout the state, not only on and around college campuses. Both measures face opposition in the Assembly

An aide to Mr. Marchi said the Senator did not believe that "only criminals should be armed to the teeth." The aide said the Senator realized that there were places in New York beyond college campuses and environs that were unsafe, but that recent Senate hearings had highlighted problems of sexual assaults against women on college campuses. Said the aide, "That's a good place to start."

A group of female college presidents has persuaded Massachusetts Gov. William F. Weld to reconsider a plan to cut benefits to welfare mothers seeking four-year college

The Governor's proposal is part of the new Massiobs Program, which is designed to remove people from the state's welfare roles by providing them with job training. Under regulations that had been developed. mothers receiving welfare payments would be eligible for child care and transportation benefits only if they were enrolled in certain job-training programs, but not if they were enrolled in four-year liberal-arts programs.

The presidents-from 14 public and private colleges—called the policy "economically shortsighted," and said the regulations would have "a disproportionate effect upon

Members of the group also met with the Governor to discuss their opposition to the cuts.

Katherine Sloan, president of Greenfield Community College, said Governor Weld had stressed that the regulations were only in draft form and that he agreed with the group's position that a college education keeps people off the welfare roles.

Department of Health and Human Services said that after the meeting, Governor Weld and his advisers "agreed to go back to the drawing board and revisit the regulations.

In addition to Ms. Sloan, the group includes presidents of Berkshire, Bristol, and Bunker Hill Community Colleges; Bridgewater State, Emmanuel, Lesley, Pine Manor, Radcliffe, Regis, Salem-State, Smith, and Wellesley Colleges; and the University of Massachusetts at Boston.

Government & Politics

Scientists Fear Disease-Specific Lobbying Hinders Equitable Division of U.S. Funds



Columbia's Michael Rosen: "The community dealing with heart disease has been inadequate in getting its message across."



Claudo J. M. L'Enfant, director of the heart institute: "The AIDS lobby has been more convincing and more effective."

By STEPHEN BURD

WASHINGTON The National Institutes of Health-under Congressional orders-will dramatically increase its research spending this year on breast, cervical, and ovarian can-

A major reason for the increase was an intense lobbying campaign waged by women's groups. As one part of the campaign, about 600,000 letters were sent to lawmakers, according to Sharon Green, cofounder of the Breast Cancer Coalition.

Organizers of the lobbying effort say they are proud of the way they generated Congressional support for their cause. "You've got to push your issue ahead of the others," says Anne Kasper, coordina-

tor of the Campaign for Women's Health. She adds: "It is nearly impossible for legislators to put the issues in some sort of priority order when they are of equal importance. The way your particular issue gets heard and gets paid attention to is by being heard first and being the loudest."

Dividing Funds Rationally

Some scientists, however, say the lobbying campaigns hamper efforts to divide available funds for research programs rationally. They say that the women's health campaign was modeled after efforts to win more money for AIDS research, and that they fear the growth in disease-specific lobbying will leave no one looking after the interests of science as a whole.

Says Charles Poulter, a professor of

chemistry at the University of Utah: "Congress plays disease-of-the-month, shifting funds from agency to agency. It's difficult for long-term planning under those

David B. Moore, assistant director of

governmental relations at the Association of American Medical Colleges, says lobbying definitely plays a role in determining how much money various parts of the NIII budget get each year. "It's all part of the media-oriented world we live in," he says.

NIH Institutes' 1992 Budgets and Change From 1991

National Cancer Institute, \$1,989-million, up 16 per cent

National Heart, Lung, and Blood Institute, \$1,199-million, up 6.4 per cent National institute of Allergy and infectious Disease, \$971-million up 7 per cent

National institute of General Medical Sciences. \$819-million, up 7.8 per cent National Institute of Diabetes and Digestive and Kidney Diseases, \$864-million.

National institute of Neurological Disorders and Stroke, \$583-million,

National institute of Child Health and Human Deve

National institute on Aging, \$367-million, up 21 per cent

National Center for Research Resources, \$316-million, down 6 per cent National Eye Institute, \$271-million, up 7.1 per cent

National Institute of Environmental Health Sciences, \$254-million, up 5.4 per cent National Institute of Arthritis and Musculoskeigtal and Skin Diseases, \$205-million, up 5.7 per cent

National Institute of Dental Research, \$160-million, up 8.1 per cent National institute of Dealness and Other Communication Disorders, \$150-million

National Center for Human Genome Research, \$105-million, up 21 per cent Valupnal Cemer for Nursing Research, \$45 million, up 12.8 per cent

adding that the most effective lobbying is that which attracts the interest of a Representative or Senator.

Among the lawmakers known to back specific areas of health research are Sen. Pete V. Domenici, the New Mexico Republican (mental health); Sen. Ernest F. Hollings, the South Carolina Democrat (cancer); and Sen. Tom Harkin, the lowa Democrat (deafness and the el-

Some lawmakers have personal ties to certain issues. Senator Harkin, for examole, has a deaf brother. But Congressional aides say that lobbying also plays a key role in winning increased support for certain kinds of research. Senior citizens groups, for example, have successfully obbied for more research on the elderly.

One Congressional aide, referring to awmakers' recent interest in women's health research, says: "I have my doubts that they would have done much without the lobbying."

Concern Over 3 Institutes

The problem with that method of setting the research agenda, say some researchers, is evident in looking at the fields for which there is not a lobby, or not an active one, particularly in times of tight budgets.

Many scientists are particularly worried about federal support for three NIII institates: the National Heart, Lung, and Blood Institute: the National Institute of General Medical Sciences; and the National Center for Research Resources. Those institutes conduct vital scientific research, they say, but have simply been unable to drum up the popular appeal that diseases like cancer and AIDS have.

For 1992, the National Institute of General Medical Sciences was one of several institutes that received less from Congress than the President originally requested in his budget. Congress voted to increase the budget for medical-science research by 7.8 per cent. By comparison, cancer's research budget went up 16 per cent.

The general-medicine institute supports research basic to the understanding of life processes-an understanding necessary for the eventual development of cures for such diseases as AIDS or cancer.

Martha Pine, the institute's executive officer, says she is happy with the increase and is pleased that the President called for the largest increase in the NIH to go to her institute. The President had asked for an 8,9-per-cent increase for general-medical sciences and a 5.7-per-cent increase for the cancer institute.

Valuable and Vulnerable

Many scientists care less about the President's initial request than about the bottom line provided in the budget, and they are angry about the budget for the insti-

"The general medical-science program is one of the most valuable at NIH, attacking underlying problems that are basic to those that more disease-related institutes address," says Paul B. Sigler, a professor of molecular biophysics and biochemistry at Yale University, "And yet it is one of the most vulnerable of the institutes to

Research related to diseases such as cancer, Dr. Sigler says, has a better chance of winning funds because "everyone Continued on Page A30

A LEGISLATOR'S CRUSADE

College's Skills Center Gives Unemployed Portland Residents a Chance to Work – at Restoring Impoverished Neighborhoods

PORTLAND, ORE. In an impoverished northeast section of this city, where houses are continually boarded up, renovations are taking place. Students and instructors from the North/Northeast Skills Center of Portland Community College are among those doing the work.

The students are putting into practice the entry-level construction skills that the center provides to chronically unemployed residents of the neighborhoods around the college's Cascade campus. The aim of the center, which also provides training for office jobs, is to transform the students into confident, skilled, employable people.

'One-Stop Shopping' Concept

The construction project is particularly pleasing to Margaret Carter, a state representative who led the drive to create the center.

Ms. Carter is also a counselor here on the campus and a dynamic community leader who won election to the legislature in 1984. She says the center's goal is "to renegotiate the hope for people,



Portland residents, like those above, receive job training from the Northeast Skills Center while working on neighborhood renovation projects.

and then try to instill in them attitudes and behaviors that are consistent with the market place."

"That's very hard," she adds, "because they don't really believe it themselves yet, they've been out of the work force so long.

The center is based on a "one-stop shopping" concept: It houses under Continued on Page A32

Alexander Appointee Wrote Articles Supporting David Duke

By SCOTT JASCHIK

Officials at the Education Department are reportedly embarrassed by two newspaper columns supportive of David Duke, the former Ku Klux Klan leader, written by a man appointed to a government post by Secretary Lamar Alexander.

The columns were written in November by John C. Hirschfeld, whom Mr. Alexander named in October to the National Advisory Committee on Accreditation and Institutional Eligibility.

Mr. Hirschfeld is president and chief executive officer of The Champaign-Urbana News-Guzette, which published the columns. In one, he criticized those who said

they could not support Mr. Duke because of his ties to the Ku Klux Klan.

"Membership in the Klan, as despicable as it may be, is really only a subterfuge for liberal opposition to David Duke. What terrifies the liberals is not the Klan, but the message Duke is carrying," he wrote.

Some college officials, told of the colproblems for Secretary Alexander.

That is because the advisory committee

Federal Judge Says Scope of Animal-Welfare Laws

welfare legislation that applies to other animals used in research. U.S. District Judge Charles R. Richey called the Agriculture Department's 20-year policy of exempting rats, mice, and birds from the legislation "arbitrary and capricious."

Some research officials, saying that scientists already treat research animals humanely, predicted that the ruling would have little effect on colleges. But animalrights activists said that many research animals are mistreated and the ruling would more of them.

The ruling involves the Animal Welfare

umns, said they were concerned about Mr. Hirschfeld's role on the accreditation panel. Sources in the Education Department. who asked not to be identified, said the columns had been discussed at senior staff meetings, where officials expressed concern that the pieces could create political

Must Not Exclude Protection of Rats, Mice, Birds

and birds must be covered by the same

push the federal government to protect

Act, which Congress passed in 1971. In A federal judge has ruled that rats, mice, setting regulations to carry out the legislation, the Agriculture Department excluded

gress allowed the department to determine

Dogs, Cats, and Primates

the meaning of the term "animal."

Hence, while the Agriculture Department set regulations as to how dogs, cats, and primates were to be treated and housed in research facilities, it decided not to consider rats, mice, and birds "animals," arguing that adding them to the regulations would be too costly and time consuming.

Judge Richey said in his decision: "The Continued on Page A30

currently is involved in a controversy over whether accrediting groups should examine colleges' records on recruiting minority students and faculty members. In addition, the officials said Mr. Alexander did not want to anger White House officials, who have been critical of Mr. Duke and his sup-

'A Real Embarrassment'

One source said: "Clearly this is seen as a real embarrassment, and they want to find a way to neutralize it.'

The source said that officials were discussing alternatives for dealing with the situation, ranging from ignoring it to asking Mr. Hirschfeld to resign.

Etta Fielek, the Education Department spokeswoman, said that she had seen the columns, but that there had not been a meeting to discuss them.

"There has been no formal, high-level discussion of even possibly removing him," she said.

She added: "As far as Lamar [Alexanderl is concerned, he would disagree v the premises of the columns, but acknowledge his right to say it."

The first column criticized President Bush for "abandoning" Mr. Duke during his campaign to become Governor of Louisiana. Mr. Hirschfeld wrote: "Duke's message is appealing, even if Duke is not," and cited Mr. Duke's opposition to higher taxes, illegal immigration, and crime. Mr. Hirschfeld wrote that Mr. Duke has "touched the pulse of this country" with his positions on those issues.

Mr. Hirschfeld also wrote: "David Duke

Continued on Page A30

WASHINGTON UPDATE

■ New U.S. official prods colleges on their role in school reform

■ Japan agrees to consider how it can aid supercollider project

■ Sallie Mae fires eight employees for faisifying loan records

■ Bush expected to seek increased funds for Pentagon research

■ Congress asked to bar funds for federal workers in fraud suits

tion official at the Education Department last week called on colleges to play a larger part in school reform and to improve their own academic standards.

Carolynn Reid-Wallace, Assistant Secretary for postsecondary education, told a meeting of the Association of College and University Offices that it was "no longer sufficient for colleges and universities to bemoan the quality of student entering their doors while insisting the problem is someone else's."

Ms. Reid-Wallace, a former vice-chancellor of the City University of New York, cited the great demand for remedial courses on from an investigation that began college campuses and said institu- last month after the Massachusetts tions could help solve the problem by helping schools develop more poration refused to pay a default rigorous standards.

Ms. Reid-Wallace, who is black. said a tougher curriculum would be especially important for disadvantaged minority students who represent a large proportion of those taking remedial courses on many campuses. "We are afraid, however, to speak to that issue because the in- bursed by the federal government. forence to be drawn from that perception is that minorities are somehow stupid or in some way inferior

"What prepares the minority student-and indeed any studentfor college are high expectations

and rigorous standards ---THOMAS J. DELOUGHRY

After initially rebuffing U.S. requests for help in building the Superconducting Supercolcan aid the \$8.25-billion construction effort.

At a meeting last week, Japanese Prime Minister Kiichi Miyazawa Sallie Mae announced last week told President Bush that he hoped that the committee, which would be composed of U.S. and Japanese employees had charged the compaofficials, would be able to reach an my with wrongdoing at its Lawaccord by the end of this year on rence, Kan., servicing center. Japan's participation in the highenergy physics project.

An official at the Universities Research Association, which is managing the supercollider construction for the Department of Energy, said he was encouraged by match inflation—for the part of said the committee would probably ports basic and applied redecide what type of equipment Janan could contribute to the con- development. struction effort. U.S. officials have asked Japan for more than \$1-biltion in either cash or equipment to complete the 54-mile long, ovalshaped accelerator near Dallas.

--KIM A. McDONALD

The nation's largest holder of loans said last week that it had basic research. Individual military

The new top higher-educa- fired eight employees of a sub- agencies could decide to focus sidiary company for falsifying most of any increase on applied reloan records.

> The Student Loan Marketing Association, which is known as Sallie Mae, buys loans from banks so that they have funds to make new loans. Its subsidiary, University Loan Services of Cambridge, Mass., keeps track of repayment records and performs other bookkeeping tasks on loans held by Sallie Mac and other clients.

Sallie Mae said in a statement that senior munagers were among those fired at OLS, which has fewer than 100 employees. The statement said the dismissals had resulted Higher Education Assistance Corclaim on a loan owned by Sallie Mae because of "document dis-

In the guaranteed-student-loan programs, holders of loans receive payments from guarantee agencies if borrowers default. The guaranagencies, in turn, are reim-

The statement from Sallie Mae said the company had notified the Education Department and the in intellect," she said. "That's U.S. Attorney's office in Boston of the possible improprieties at

> Sallie Mae and other clients of uls could be financially responsible for defaulted loans they have submitted to guarantee agencies if the agencies or the federal government determine that our violated federal rules for handling the loans.

Sallic Mae said it had received \$20-million in the last four years for lider, Japanese officials have defaulted loans that us had hanagreed to establish a joint com- dled. Sallie Mae said the company mittee to determine how Japan was currently responsible for an additional \$70-million worth of Sallie Mae's loans.

In an unrelated development. that a federal judge had dismissed a 1990 lawsuit in which two former

The President's 1993 budget proposal will probably include Mr. Miyazawa's statements. He the Pentagon budget that supsearch and the earliest stage of

Fred E. Saalfeld, director of the Office of Naval Research, said the central office of the Department of Defense had directed military agencies to plan for zero to 2-percent real growth in those areas, which are called science and tech-

nology programs. However, that does not mean an federally guaranteed student automatic inflationary increase for

to end the ability of a federal employee to collect any of the money the government recovers as a result of lawsuits filed by the employee that allege that the government has been de-The issue relates to the contro-

versy at Stanford University over improper charges for the overhead costs of research, Paul L. L. Biddle, the administrative contract officer at Stanford University for the Office of Naval Research, has sued Stanford alleging that the universisearch, or on the earliest stage of ty committed fraud against the government, Mr. Biddle's earlier estimates that the government had overpaid Stanford for overhead by President Bush's budget propos- as much as hundreds of millions of al for the Defense Department for dollars provided much of the impefiscal 1993 is not yet final, and the tus for federal investigations competition within the Defense there. Department for money for next

weapons development, rather than

treat each area the same or favor

Capturing the

Scholarship in Teaching

The Teaching Portfolio:

Capturing the Scholarship in Teaching

basic research.

vear remains intense.

Rep. Don Edwards, a California Democrat and a graduate of Stan--COLLEEN CORDES ford, said the Justice Department had written a letter asking the House Judiciary Committee to The Department of Justice consider changing the law so that has reportedly asked Congress federal employees suing on behalf

of the government would no longer be able to claim up to 30 per center any money the government col

Government & Politics

The department argued that fed. eral workers had an obligation (report any fraudulent use of federal money as a part of their jobs, Congressman Edwards said.

Mr. Edwards added that he had asked the Navy to transfer Mr. Biddle to a different position be cause he has a "very clear confid of interest" if he continues administering contracts at Stanford, given the amount of money he could win in the lawsuit.

Stanford has made a similar re

Mr. Biddle said he could not comment even on whether he had filed a lawsuit, because of secrecy requirements in such cases. But his lawyer has argued in the past that if his client had sued, he would not have a conflict of interest if he stayed on in his current job. The Defense Department has not ye decided whether to reassign Mr.

Interest in the teaching portfolio is on the rise -and for good reason.

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do. The teaching portfolio can provide more authentic evidence of good teaching, promote collegial discussion of teaching and learning prompt more reflective practice, and help make teaching a more valued, scholarly activity.

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Seeking New Agenda, Black-College Presidents Plan 'Summit' Meeting

Continued From Page Al lege presidents calling the American Council on Education racist. Many presidents of black colleges have dissociated themselves from

Government & Politics

Oswald P. Bronson, Sr., the chairman of the NAFEO board and president of Bethune-Cookman College, said he had no problem with the plan for the meeting. "['m not going to get into NAFEO

bashing," Mr. Bronson said, "NAFEO does provide a platform for various views to be heard, but evidently that platform is not seen as adequate so other approaches should be taken."

Series of Committees

Mr. Albright said that tentative plans for the summit involved the creation of a series of committees that would analyze various issues affecting black colleges and develop strategies for dealing with those issues. Some of those committees might finish their work quickly, he said, while others might operate for several years.

While no comprehensive list of issues has been established. Mr. Albright and other organizers cited the following topics on which black colleges might seek a united posi-

■ Student aid. Mr. Albright said black colleges should "be much more aggressive" on the proposal to make Pell Grants an entitlement. meaning that Congress would have to provide funds for all qualified students. "We really have to dig our heels in on this one," he said. ■ Accreditation. Black colleges should support the idea of accrediting groups' evaluating colleges' records on recruiting minority students and faculty members, Mr. Albright said, but they should oppose measures that would penalize colleges with small endowments.

■ Desegregation. Several of the organizers said black colleges needed to determine a strategy for dealing with the outcome of the

"We need to get people to look at our institutions

as models for educating minority and non-minority

students."

Mississippi desegregation case before the U.S. Supreme Court issues a ruling later this year.

... Black faculty members. Mr. Humphries of Florida A&M said colleges should take a leading role in promoting a national plan to attract more black students lo graduate school and faculty poillons, "We have got to set a course of action where all of us agree to take responsibility," he

School reform. Ms. Scott of Bennett College said that black colleges, because of their experience educating students who come from impoverished communities, should play a more central part in efforts to improve elementary and secondary schools. "We need to



Frederick Humphries of Florida A&M: The colleges must attract more black students and faculty.

get people to look at our institu-

nority and non-minority students,"

tions to a small number of institutions as models for educating mi-■ International education. Sev-

eral presidents said the colleges Fund raising. Several college presidents said they wanted to dis-national education, moving beyond exchange programs with a few incuss ways to attract more money to stitutions to more comprehensive black institutions, and to avoid relationships with other countries. having foundations or corporations College officials said the underfunnel their black-college contribu-

Norman C. Francis, president of Xavier University of Louisiana, them.'

Samuel L. Myers of NAFEO; His leadership has been

lying theme of the meeting would

be the need for black colleges to set

an agenda, rather than just respond

to one. "We need to be more asser-

presidents have a moral responsi-

bility to look at what's happen-

questioned since he accused the ACE of racism.

said: "It's obvious that there are a number of issues facing African-Americans, from pre-school to graduate school, and we need to figure out how to address them."

Ms. Scott said it was appropriate for the meeting to be held outside of the auspices of NAFEO. As to that organization, she said, "I'm not really sure what they're do-

A Washington lobbyist for black colleges said he also thought it was important for the meeting to be held without sponsorship from NAFEO. "If organizations do the sponsoring, then certain people have to get featured positions." said the lobbyist, who asked not to be identified, "And sometimes those people don't really have anything to say."

Not a Rival Group

Some of the presidents who are working on the summit, however, stressed that they were acting not. to create a rival organization to NAFEO, but to insure that issues they consider to be important are addressed.

Said Mr. Johnson of Tailadega College: "This is not just to focus needed to be more creative in inter- tive," said Ms. Scott. "I think the on NAFEO, because if I thought it was, I wouldn't participate. This is to bring people together to look at policies impacting on black colleges, and to do something about -SCOTT JASCHIK

FACT FILE: Top 100 Institutions in Total Research-and-Development Spending, Fiscal 1990

	U.S. funds for research & development		Yotel funds for L research & development			U.S. funds for research & development		Total funds fi ant research & develo	
	Amount	Rank	Amount	Renk		Amount	Rask	Amount	
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s Hopkins V. •	000 013 000 0001'000	3	311,767,000	2	Carnogle Mellon U	64,550,000	45	100,201,000	
snotusetta institute of Technology	233,813,000			3	U. of Virginia	58.801.000	52	96,815,000	
Michigan	180,456,000	6	310,578,000	-	U. of Miami	68,144,000	39	94,344,000	
Wisconsin, Madison	178,862,000	7	309,841,000	4	U. OT MIRETIN	00,174,000	38	34,547,000	
ford U	251,446,000	2	305,700,000	5	Case Western Reserve U	70,515,000	38	93,384,000	
		_	200 144 000	6	Princeton U	51.559.000	62	91,514,000	
nell U	171,249,000	9	300,144,000		U. of Texas Anderson Cancer Canter	28.889.000	94	91,283,000	
f Minnesula	143,810,000	14	292,046,000	7	Oregon State U	60,544,000	64	90,688,000	
я A&M II	93,001,000	27	272,800,000	8		57,155,000	55	89,191,000	
sylvanio State U	136,656,000	15	256,926,000	9	Indiana U	37,133,000	55	98'121'000	
f Colifornia, Los Angeles	164,442,000	10	246.795,000	10	U. of Utah	62,297,000	48	89,018,000	
					Utah State U	58,965,000	51	86,450,000	
f Washington	203,353,000	4	245,313,000	11	U. of Texas Southwestern Medical			,,	
f California, San Francisco	175,257,000	8	238,278,000	12	Center Dallas	54,965,000	58	85,919,000	
of California, San Diogo	182,555,000	5	237,032,000	13		43.968.000	69	85,268,000	
Cantornia, Sun Diogo	131 717 000	17	231,061,000	14	U. of Illinois, Chicago				
f California, Berkeley	100 802 000	21	228,203.000	15	U. of Missouri, Columbia	24,422,000	104	84,311,000	
f Texas, Auslin	102,020,000	2.1	-		Yeshiva U	65,066,000	43	83.968.000	
f Illinois, Urbano-Champaign		19	227,742,000	16	U. of Maryland, Baltimore	38.841.000	77	83,689,000	
r IIIInois, urband-Champaign	154 000 000	12	220.812.000	17		52,367,000	61	82,774,000	
ard U	704,000,000	35	198,075,000	18	Emory U.				
f California, Davis	77,424,000		195,633,000	19	State U. of New York, Stony Brook	55,911,000	57	82,236,000	
ł Arizona	92,920,000	28		20	U. of California, Irvine	52,492,000	60	78,074,000	
f Pennsylvania	133,747.000	16	189,390,000	20	U. of Nebraska, Lincoln	22,686,000	108	77.698.000	
		11	182,769,000	21		42,665,000	74	76,525,000	
ımbia U	156,270,000		180,706,000	22	U. of Hawali, Manoa				
1 U	144,802,000	13		23	U. of South Florida	30,4B1,000	87	76,404,000	
State U	78,878,000	34	178,569.000		Rockefeller U	36,788,000	80	75,245,000	
of Southern California	123,714,000	18	169,102,000	24	Vanderbilt U	66,747,000	41	75,062,000	
rgia institute of Technology	94,842,000	26	168,193,000	25	N. of Montanto	29.612.000	90	74,959,000	
IRIO MISTITOTO DI TOCIMISIONI			400 000 000	26	U. of Kentucky				
of Maryland, College Park	66,410,000	42	166,022,000		U. of Cincinnati	44,966,000	68	74,461,000	
of Georgia	43,864,000	70	156,742,000	27	Colorado State U	50,744,000	63	73,967,000	
Jr Georgia	75,793,000	36	155,122,000	28	Boston U	60,459,000	50	73,655,000	
for College of Medicine		20	154,723,000	29	Woods Hole Oceanographic Institute	62,356,000	47	71,747,000	
of Colorado		23	151,249,000	30	1				
shington U	103,138,000				New Mexico State U	54,688,000	59	71,288,000	
- M	106.053.000	22	140,708,000	31	Washington State U	26,884,000			
ke U		44	139,678,000	32	Auburn U	14,629,000		66,795,000	
of Florida		76	137,985,000	33	Clemson U	14,221,000		68,684,000	
gers U		65	135,849,000	34	Oklahoma State U	17,744,000	119	65,685,000	
iisinna Stala U	40,002,000	49	131,979,000	. 35					
thwestern U.	61,812,000	70			U. of Alaska, Fairbanks	31,896,000	85	65,571,000	
		71	131,133,000	36	U. of Medicine and Dentistry				
th Carolina State U		46	130,379,000	37	of New Jersey	33,185,000	83	64,229,000	
due U		24	129,011,000	38	City U. of New York Mount Sinsi				
of Rochester	100,044,000	54	126,987,000	39	School of Medicine	43,607,000	72	63,752,000	
higan State U	. 55,221,000		126,790,000	40	Florida State U				
of Tennessee System	. 58.648.00 0	53	120,730,000		Virginia Commonwealth U			,,	
		29	123,113,000	41	All Ridgi Collection that are in				
f North Carolina, Chapel Hill	92,468,000		121,423,000	42	Wayne State U,	28,488,000	95	62,455,000	
inia Polytechnic Inst. and State U.	45,949,000		117,955,000	43	U. of Kansas		100	61,144,000	
of Chicago	, 90,321,000	25		44	U. of California, Santa Barbara		66		
of Pritisburgh	, 30,700,000		117,716,000	45	Arizona State U				
s State U	34,043,000	82	115,945,000	40	U. of Oklahoma			,	
			115,778,000	46					
of towa	. 79,046,000			47	Mississippi State U	. 21,426,000	110	58,492,000	
of Connecticut	, 40,417,000		113,349,000		U. of New Mexico	25,449,000	103		
of Alabama, Birmingham	74,486,000	37			Tulane U.	28.331.000			
OI AISOSTIA, DITTITURISTIANI					Just California Diversida	. 15,806,000			
ste U. of New York, Buffalo			108,511,000		U. of California, Riverside				
w York U				51	Georgetown U	. 30,083,000	, 61	£ 50,867,000	

enditures in science and engineering, and ex-aducation, the humanities, law, and physical

*Includes the Applied Physics Laboratory with \$406-mil

Education Dept. Report Recommends Recognition for Middle States Group

pears ready to declare a cease-fire carried out. in its battle with the Middle States Association of Colleges and Schools over the group's use of "diversity standards."

An Education Department report obtained by The Chronicle says that Middle States has now made enough changes in its policies to "satisfy the concerns" that Education Secretary Lamar Alexander expressed when he held up recognition of the association last

Under its diversity standards, Middle States accrediting teams evaluated colleges' records in re- Middle States Commission on probably appropriate." cruiting and retaining minority stuglents and faculty members. But in December its members voted to make the standards optional by alused in evaluations. Critics, in- Continued From Page A27

port will be reviewed next month it thrice over, and probably will by the Secretary's advisory com- when he needs it again." mittee on accreditation. It will then make a recommendation to Mr. Al- Hirschfeld responded to criticism exander on whether to continue the of the first. He wrote that he was department's recognition of Mid-

Such recognition is crucial to accrediting groups, because students can participate in federal aid programs only if they attend colleges accredited by recognized agencies. read the New Testament, Christ Middle States is the main agency for colleges in Delaware, the Discheek and forgive one's enemies. ty of New York, said: "We need to trict of Columbia, Maryland, New Reformation and salvation are pos-Jersey, New York, and Pennsylva-

Praise for Changes

The Education Department report recommends that Middle David Duke?" States be recognized for three policies, the department was pushty standards not be used to deny using the issues Mr. Duke has disaccreditation to any college or uni-

ed, it also says that it "remains to that Middle States file reports on WASHINGTON The Education Department ap- be seen" how those changes will be

> For that reason, the report recommends that Middle States be required to file a report each year discussing all cases in which adverse comments, findings, or recommendations were made with respect to diversity and equity is-

Middle States had no official comment on the report last week. 'Negative and Suspicious Tone'

But Patricia A. McGuire, the president of Trinity College in standards," Mr. Balch said, "so Washington, and a member of the this kind of guarded recognition is cal science is the strongest funding

Higher Education, said she was pleased with the recommendation that Middle States have its recognition renewed for three years.

She added, however, that she saw no reason for the requirement its use of diversity standards. "I continue to be concerned by a persistently negative and suspicious tone from the department that is neither helpful nor constructive," Ms. McGuire said.

Stephen H. Balch, president of the National Association of Scholars, said he was pleased with the requirement that Middle States file reports. Mr. Balch's group strongly opposed the Middle States diversity standards.

"There is still ambiguity in how

Education Dept. Appointee Wrote lowing colleges to define for themselves how diversity should be Columns Supporting David Duke

dards could force colleges to adopt least the benefit of the doubt on el. "I write a lot of controversial that issue. Liberals gave that to Joe columns, and I don't see what that 20 years." The Education Department re- Biden; Ted Kennedy has received has to do with education," Mr.

In the second column, Mr. surprised that many of those who were angered by the first column "professed to be Christians."

'Why Not David Duke?'

Wrote Mr. Hirschfeld: "As I asked everyone to turn the other sible for everyone: St. Paul went from a Christian antagonist to one of the great apostles. What about Mary Magdalene, St. Augustine, the thief on the cross? So why not

In an interview last week, Mr. years. The maximum time for rec- Hirschfeld said that his main reaognition is five years, but before son for writing the columns had not Middle States made changes in its been to support Mr. Duke, a Republican candidate for President. ing for a renewal of only one year, but to air his concern that other with the condition that the diversi- Republican candidates were not

While the report praises the tion Department had contacted he said.

him about the columns and that he

Hirschfeld said.

'Grave Concerns' Expressed

Some college officials said they were concerned that Mr. Hirschfeld was on the accrediting comit was evaluating what accrediting groups could do to encourage increased recruitment of minority students and faculty members.

Josephine Davis, president of York College of the City Universimonitor what comes out of that committee, with these views in

Norman C. Francis, president of Xavier University of Louisiana, said: "If someone is as out of touch with what we know the reality to be with respect to David Duke, then it would raise grave concerns about how much reality would be brought to the important issues of accredi-

Mr. Prancis added that he did not believe people could support Mr. Duke's message and not Mr. Duke. "In this case, the messenger

Judge Says Animal-Welfare Laws Must Protect Rats, Mice, Birds

Continued From Page A27 exclusion affirmatively communicates that regulated industries need he wrote. not consider their treatment of these animals and will never be president of the National Associaresearchers and the animal-care done on an institute-by-inheld in violation of the Animal Weltion for Biomedical Research, said staff to afford birds, rats, and mice basis. fare Act regardless of whether that although rats, mice, and birds adequate food, water, veterinary

As a first step for the plan, NIII these animals are denied food, wamake up 90 per cent of the animals
care, and this just did not happen,
officials, along with members of

Arguments Called Irrelevant

Judge Richey said the Agriculture Department's arguments about increased time and costliness were irrelevant. "The agency partment of Agriculture." Ms. in 1990, setting the state for large partment of the setting the state for large partment in 1990, setting the state for large partment of the setting the state for large partment in 1990, setting the state for large partment of the setting the sett resources and personnel when it

purposes which allow them to fall rats, mice, and birds being miswithin the protection of the act,"

Barbara A. Rich, executive vice- had to rely on the good will of the vious planning at the NIH had been govern the use of these animals. were alive," she said,

"In substance these regulations The Animal Legal Defense Fund of illness and disability."

should have focused on whether Animal Legal Defense Fund, said ruling would be appealed. birds, rats and mice are used for that there are many examples of

treated in research laboratories.

"Without the regulations, we

Lobbying Efforts for Specific Causes and protein analyzers. So at a time Called Divisive and Shortsighted

Continued From Page A27 knows someone suffering from them." He adds: "People have empathy for the victims of these dis-

In contrast, he says: "There is little empathy for general medical science. Providing the appropriate amount of funds for the general sciences requires something that the Congress lacks—a thoughtful and balanced approach to funding."

"The government tends to base its decision on viscerally and emotionally prominent issues," he adds. "This kind of shortsighted-Middle States will apply diversity ness puts the country in a vulnerable position, because general mediconduit for supporting the infrastructure for basic research and the underlying research on individual diseases like cancer and AIDs."

Big Cuts in 2 Programs

Mr. Poulter of the University of Utah says: "The general public is cluding Mr. Alexander, had con- has publicly disavowed his old didn't think they affected his work not screaming for more money for tended that rigid diversity stan- ways. He should be entitled to at on the Education Department pan- general medical science because its actual payoff period is not for 10 or

The only institute at the NIH to be reduced below its fiscal 1991 budget level was the National Center for Research Resources, which

out if his or her grant has been renewed, and emergency repairs and renovations to science facilities. according to Robert A. Whitney, director of the institute. While the Biomedical Research Support Grant received \$45-million in 1990. it was allotted only \$5.2-million for fiscal 1992. Mr. Moore of the Association of American Medical Colleges sans the center is one of the most vulnerable parts of the NIII budget because "it does not have a well-or-

grams suffered the biggest cuts: the

Shared Instrument Grant Program

three or more NIII grantees at an

to about 650 institutions that re-

ceive grants of \$500,000 or more

for financing pilot studies, bridge

studies that continue research

while the grantee is waiting to find

stituency fighting for it." He says the cuts to the resource center are serious. "The irony of the situation is that so much of the basic research at the molecular level requires big, expensive equipment such as electron microscops

ganized, disease-based, vocal cor-

NIH Developing Its First Long-Term Plan mittee, particularly at a time when to Set Priorities for Research Programs

By STEPHEN BURD

WASHINGTON For the first time in its 105-year history, the National Institutes of Health is developing a strategic plan to determine long-term priorities for its research programs.

Jay Moskowitz, the associate director for science policy and legislation at the NIII, said the process was important for the agency because it would involve setting priorities for all of its institutes.

A strategic plan, he said, would provide a better basis for defending increases in the NIR budget than would pointing to changes in the number of grants awarded each year-the standard lobbying tactic now employed by NIII proponents.

"Public citizens do not under-He said no one from the Educa- is part and parcel of the message." a certain number of grants, but they do understand the need to support an institute that has as a central goal the need to develop vaccines for diseases," he said.

15 'Scientific Opportunities'

ter, appropriate housing, or are used in research, there will not be a because they were not accountable the different institutes' advisory subjected to excruciating and unresubstantial rise in costs for univerto the Agriculture Department for councils and the chairman's advisory sity research facilities because the number of animals they used sory panel, drew up a mission they already abide by Public and killed, or the way in which they Health Service regulations that treated these animals while them. Health Service regulations that treated these animals while they govern the use of these animals.

The way in which they statement for NtH: "science in purcal Colleges, said user a positive suit of knowledge to extend strategic plan was "a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges, said user a positive statement for NtH: "science in purcal Colleges statement for NtH: "science in purcal Colleges statement for NtH: "science in purcal Colleges healthy life and reduce the burdens step" for the agency.

opportunities" that the NIH should ties and get away from this very week's ruling. Department officials said they did not know whether the said they did not know whether they did not know the said they did not know the said they did not know they did not know they are said to the said they did Valerie Stanley, a lawyer for the said they did not know whether the animal Legal Defense Fund, said ruling would be appealed support over the next decade: ag narrow focus on grant in the scientific community has in for the last. ment, biolechnology, chronic and been bogged down in for the last -STEPHEN BURD recurrent illness, the health of several years."

women and minority-group members, the impact of research or health care, infant health and mortality, international dimensions of research, molecular medicine, nor roscience and behavior, population-based studies, prevention. productive biology and development, structural biology, and vaccine development.

NIII officials also selected II po icy issues to focus on: communic tions, cost management, ethicalissues, intramural research, future organization of the NIH, long-term financial strategies, peer review, professional principles of research. research infrastructure, science education, and technology trans

The different institutes then sub mitted a list of more than 800 pm ects that could result from these designated scientific and policy at eas. The NIH, according to Mr Moskowitz, will eventually pick & of those proposals as part of it strategic plan.

Mr. Moskowitz said the M would next seek opinions on the plan from scientists and university chers across the country.

The NIII is expected to issue a final report, based on the comments it receives, late in the spring David B. Moore, the assistant d

rector of governmental relations at the Association of American Medi-He added, "It is time for the NIH

Government & Politics

negie Mellon University, says sciwhen scientists need this cuttingentists do not enjoy coming out of edge equipment, about the only their laboratories and publicizing pechanism to acquire the equiptheir cause. She also says that "it is ment has been pulled out from undifficult to explain" the need for increased financing for basic scientific research "because it is often

not clear where the research is go-

And while members of Congress

say that lobbying may be a logical

activity for scientists who believe

Says Rep. George E. Brown, Jr.,

ing until after the fact."

Some scientists who receive support from the institutes that rewhich provides large pieces of recived less than the President research equipment to be shared by uested say it is more important to levelop a stronger lobby than to institution; and the Biomedical Research Support Grant, which goes decry the system. Michael Rosen, a professor of

their disciplines don't receive ediatrics and pharmacology at enough money, some lawmakers Columbia University, says that the warn that they now hear the same National Heart, Lung, and Blood complaints from everyone. Institute, which received a 6.4-percent increase for fiscal 1992, simsly does not get large-enough increases, considering that heart disand Technology Committee: "Every researcher wants more money ease is the country's "No. 1 for his research."

'Inadequate' Lobbying

Dr. Rosen says he believes that the small increases, compared with those for cancer and AIDS, are largely due to an ineffective lobbyingeffort by scientists on behalf of the institute. "The community dealing with heart disease has been inadequate in getting its message across," he says. "When it comes time to get investigators to meet with their Senators, we are not doingenough. And people who beneft with respect to cardiovascular esearch are not being mobilized adequately to get the message

Claude J. M. L'Enfant, director of the heart institute, agrees that be heart-disease lobby has not been as strong as the AIDS lobby. but he says the real difference in he financing results from people's differing perceptions of the two diseases. "The Artos lobby has beamore convincing and more efctive because it is as much a pofical issue as it is a health issue,"

"AIDS is an infectious disease," leadds. "Someone gets it because fromeone else, and that has a lot f political repercussions. No one ives you heart disease. It's not po-^{rical}. When someone dies of a zan attack, it's not in the national Mews. Plus, most people who die of AIDS are much younger than those who have heart attacks."

The President of the American leart Association, W. Virgil kown, professor of medicine at gory University, says his tobbying organization will work harder his year to spread its message. "We need a more active lobbying effort to get these issues on the

apport for 20% of Proposals

Under the current spending limilations, he says, the institute is able ^{to support} only 20 per cent of the Sals it receives "wher it used to fund 35 or 40 per cent."

"We need to bring Congressmen into the research laboratories and meet the scientists to see what is going on," he says. "Universities are going to have to work harder idorming their state Congressional delegations about the role they play in the public health of their region. And we also need to better educate the public."

Some university administrators. however, warn that it may not be tasy to get scientists to lobby more. Susan Henry, dean of the Mellon College of Science at Car-

U.S. Financing of Tuberculosis Research Is Criticized

of tuberculosis say the government is responding too slowly to their requests for more money to combut the disease.

The strain, which is transmitted through air-borne germs spread casily by coughing, has proved to be untreatable by standard TB therapies and has become a serious health threat in the nation's inner and it hasn't become the main story cities, according to Anthony S. on the nightly news." Fauci, director of the National Institutes of Health AIDS office.

California Democrat who is the chairman of the Science, Space, HIV-infected or AIDS-stricken

WASHINGTON their bodies unable to fight against Scientists studying a new strain opportunistic discuses like TB.

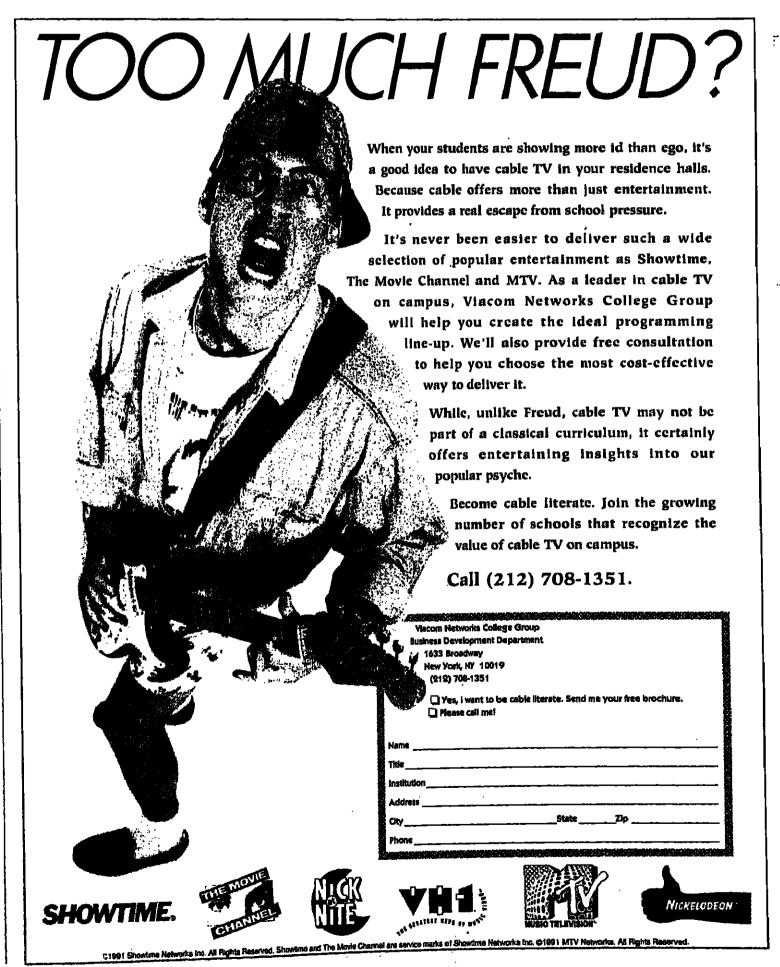
government relations at the National Association of State Universities and Land-Grant Colleges, says TB research should be a top priority. He adds: "It doesn't get very much money because it hasn't been hyped yet, and no one in Hollywood has lost his or her life to it.

A Dearth of Researchers

The main problem with federal people are particularly at risk be- efforts at TB research, says Dr. cause the AIDS virus breaks down Fauci, is that there are few retheir immune systems, leaving searchers who have been trained to long since passed."

study the disease. "The study of TB had languished, because it was not Jerold Roschwalb, director of seen as a serious problem until AIDS, when we saw a re-emergence of the disease," The NIH spent only \$1.4-million on TB research in 1988 and now spends \$5.2-million a year out of the AIDS budget, he says.

David McMurray, a professor of medical microbiology and immunology at Texas A&M University and a recipient of NIH grants to study TB, says the government should never have cut back on TB research—as it did 25 years ago when scientists thought TB was controlluble. "The time to start taking tuberculosis seriously has



Center Puts Unemployed to Work Restoring Portland Neighborhoods

Continued From Page A27

one roof all the services that those looking for work might need, including the help of state agencies and community organizations. The goal, officials say, is to remove some of the frustration the unemployed experience in traipsing from agency to agency, filling out

The involvement of a college, the center officials add, is itself most unusual. Students take up to 28 weeks of skills training and obtain college credit for it. Through the involvement of the college, students are able "to train the mind and the hand at the same time," says Wayne Benson, a former firefighter learning construction skills here. 'The college's interest, officials add, is in part to entice graduates of the skills program to come back to the college for academic

The skills center opened last year after Ms. Carter battled charges of "pork-barrel politics" from many of her Republican counterparts and won the funds she had

been seeking since 1985. She persuaded the legislature, which is controlled by fellow Democrats, to provide \$600,000 for the center from state-lottery revenues. The college committed \$700,000 and other funds were promised by the Oregon Department of Economic Development and Oregon Employment Division.

Officials here say Ms. Carter's tirelessness resulted in the center's creation. And that quality is visible in all aspects of her life. In addition to her job at the college and her role in government, she is working on a doctorate in educational leadership at Portland State University and directs an a cappella spiritual group.

Humiliating Time on Welfare

Ms. Carter is originally from Shreveport, La. She came to Portland in 1977 with \$100 in her pocket and no place to stay, recently divorced and with five young children. (She now has four more children from a second marriage.) During the next several years, which included what she describes as a thought of seeking election-she tee.

STATE NOTES

■ Maine to cut pay of 150 of best-paid university administrators

■ New York to finance low-interest loans at six private colleges

■ Colorado college's Army-base courses criticized in Oklahoma



Margaret Carter: "Not having the skills meant, no matter how many opportunities became available, they wouldn't be hired."

humiliating period on welfare, she was too busy with volunteer work. worked as a teacher's assistant, finished her degree in elementary education, and then took a mas- on reform, health care, and eco- one. ter's degree in educational psy- nomic development for northeast chology at Oregon State Universi- Portland.

In 1984, community and business leaders in Northeast Portland recruited her to run for the legisla-

become a legislator in this state. Now in her second term, Ms. Carter heads the House Trade and ture. At the time, she had not Economic Development Commit-Ms. Carter says the skills center

is related to her initial goal in public office: fighting the chronic high unemployment in this part of the city.

But she did run, and she won hand-

ily on a platform of education, pris-

She was the first black woman to

"One reason many people were not working," she says, "was because they didn't have the skills. And not having the skills meant, no matter how many opportunities became available, they wouldn't be

Those who missed out, she says. faced an additional burden: Too many members of the public, she says, "truly believe these people don't want to work."

"But you know what people tell tired, after a year, day after day, week after week, going to look for a job, and people promising but never calling me back.' "

Out of Work for Years

One construction-skills student here, Maloish Wilson, recalls wryly: "My luck was so bad, I went to McDonald's twice and they didn't

The 52 students here, says Paulette Hilton-Robinson, the center's director, are generally "the kind of people that unemployment statistics don't count." Most have been out of work for years. Many are on welfare, but most of the male students do not qualify because they cials may be fearful of competition do not have children. Some are with Cameron, a charge the Okla- homeless. Many are also dealing homa officials deny. Oklahoma of- with personal problems caused by

Some students have no work skills at all, perhaps because they dropped out of high school. Others, however, have college degrees and are trying to change careers after running into dead ends in low-

Almost all the students face a major problem: lack of money and has over 40 graduates, but many training because their financial circumstances forced them to take the torum the legister of the legiste cumstances forced them to take the see these unemployment number

Helping students reach a level level."

where they can enter apprents ships, and eventually build a reers, is the goal of the constru tion-skills part of the program, say Roger Cooper, an instructor and building contractor. He says the program aims to a beyond traditional skills training

Government & Politic

to a job site."

Jobs are available in the building

trades, he says, and he has had

good success in placing students

The projects in northeast Portland

played a large part in bringing his

students up to par, he says. Th

these unemployment

numbers maintain

themselves at such

students work as volunteers on t

renovations, which are organized

by a community agency, How

Ownership a Street at a Time, or

recommendation of former st

dents or of family members. M

Carter, however, still does some

the recruiting, the way she di

Most of that work, however, i

when the skills center was started

Most students come here on the

"It's just immoral

to me to see

a high level."

Any program that simply dresses the technical aspects a Teach for America, a national doomed to failure," he adds. effort that recruits students from Mr. Cooper says the student the nation's campuses and must also be shown how to look far trains them to be teachers, has work, and they need to be physical received its largest grant ever. ly able to work all day. So he n Philip Morris Companies Inc. last week awarded the organization a \$3quires his students to begin the day here with an aerobics and million challenge grant, which it weight-training program. must match with other gifts from So determined is he to see that foundations and corporations. The group plans to use the Philip his students succeed, says Mr.

Morris grant to intensify its Cooper, that "I grab the graduating recruitment at more than 200 students at seven in the morning colleges and universities and to and put them in a car and takether support its training institute. The grant will also support efforts to Most of his students have los compile information on the their driver's licenses or neverla program and to link by computer its offices around the country. Teach for America was founded Good Success in Finding Jobs

in 1989 by Wendy Kopp, a graduate student at Princeton University. To date, the organization has placed more than 1,000 new teachers in

World College West has decided to self its 194-acre campus and move to other quarters because of mounting financial problems.

The college's Board of Trustees made the decision last month and hopes either to move to rented facilities or to an existing college or miversity campus as an affiliate.

The institution, a small private liberal-arts college with a focus on international education, claims to be the only accredited college in the country to require students to study in a non-Western country for one scademic yenr.

President Douglas G. Trout said the 18-year-old college had suffered from the recession, a small cadowment, and the departme of two presidents in three years.

The college has 130 students and five buildings. The value of the campus, in scenic Marin County north of San Francisco, has been appraised at \$7-million, although

Theological institutions face an average backlog of \$1.9million each in needed repairs and maintenance of their campus facilities, according to a new

The total cost of repairing the 202 schools that are members of the Association of Theological Schools in the United States and Canada would be more than \$385-million, the report says. Problems at the ools include water damage. neglect of roof maintenance. inadequate windows, and intiquated boilers and power plants The report was prepared by

APPA: The Association of Higher Education Pacilities Officers and the Lilly Endowment. It was based on a survey of 67 institutions. Copies of the report are available for \$25 each for members of APPA OF the theology-school association and 335 for non-members. Contact APPA Publications, Dept. L. L., P. O.
Box 1201, Alexandria, Va. 22313-1201; (703) 684-1446.

Business & Philanthropy



Loyola's Mark C. Broderick, director of student activities, in the college's Reitz Arena, where the bleachers seat 1,500: "I had chills when I read about City College. That could be any of us."

Fatal Stampede at New York's City College Prompts Other Institutions to Review Campus-Use Policies

By JULIE L. NICKLIN

A deadly stampede last month at City College of the City University of New York has prompted officials on other campuses to ask whether their institutions might be at risk of a similar tragedy.

Nine people were crushed to death and at least 29 others were injured as a crowd tried to push its way into City College's gymnasium for a celebrity basketball game. Now, in the wake of investigations into the tragedy, people are asking who is to blame. Fingers have been pointed at the college, the student group that booked the event, the promoter, and the security

As a result, some colleges are planning to change the ways in which their facilities may be used by outside groups for athletics, comedy shows, rock concerts, and other events. Many colleges rent out their facilities to provide entertainment, make money, and raise money for charities.

Other institutions are confident that their current procedures are safe, if not foolproof. Yet many college officials have raised questions about who would be held liable if such a tragedy were to occur on their campuses.

Outside Promoter Involved

"I had chills when I read about City College," says Mark C. Broderick, director of student activities at Loyola College in Baltimore. "That could be any of us. It just makes us more aware that we need to be in control from before the first ticket is sold, until the people are here, until the bus with the band pulls away."

At City College, the Evening Student Government worked with Sean Combs, an outside promoter, to schedule a basketball game in the college gym between two groups of rap stars. The event, billed as the first annual Heavy D and Puff Daddy Celebrity Charity Basketball Game, was advertised by a local radio station.

Before the game, the event turned into mayhem. The force of people pushing their way toward the Nat Holman Gymnasium broke glass windows and doors. A surge in the crowd sent bodies toppling over one another in the stairwell outside the gym,

aware that we need to be in control from before the first ticket is sold, until the

other and against doors and walls. Some witnesses have estimated the crowd at

capacity of 2,730. investigations by City University, the

The tragedy prompted some colleges to re-evaluate the procedures they follow with their auditoriums, field houses, stadiBroderick, for example, plans to propose that the college not use "festival scating" for a forthcoming spring concert in Reitz Arena. For past concerts, Loyola has sold about 3,000 tickets-1,500 for the seating capacity of the arena's bleachers and 1,500 more for standing room on its floor.

Mr. Broderick hopes officials will approve his plan to put chairs on the floor of the gym for the next concert. That way. Loyola can sell an exact number of tickets for an exact number of seats. Although Loyola has never had any problems with controlling crowds at concerts, Mr. Broderick says it's a good idea to go the extra step for safety.

Indeed, three years ago Loyola College decided for liability reasons to stop allowing outside promoters to rent the campus's facilities. Instead, Loyola controls the sale of tickets, the hiring of security guards, and the promotion of events.

"The anxiety of dealing with outside promoters" and the fear that if something went wrong, "it would all fall back on us" led to the decision, Mr. Broderick says.

Importance of Existing Procedures

The tragedy at City College has also made some institutions recognize the importance of procedures they already have in place. The University of Scranton uses campus security guards as well as city police officers and fire marshals for events in its John Long Center.

If asked a month ago, says Robert Lee Sandruck, Scranton's assistant director of student activities, he probably wouldn't have realized the advantages of having city Continued on Following Page

Officials of the University of Maine System are furious about a provision in the new state budget that will cut the salaries of more than 150 of the highestpaid university administrators.

The reduction will cut a maximum of 5.5 per cent from the sala- area institutions. ries of administrators who make more than \$50,000 a year. The cuts are part of an amendment designed to reduce a shortfall of more than a \$100-million in the state's budget.

Patricia M. Collins, chairwoman of the university's Board of Trust- still being developed. State offiees, said the reduction amounted to giving the Legislature a line-item veto over the university's operations and that it set a dangerous precedent. "This type of intrusion threatens academic independence," she said.

Legislators who supported the cuts said they had been compelled to take action after the board approved a large mid-year tuition in- minister the program. crease but refused to cut administrative jobs.

quate level of legislative support seeking state approval to offer an ficials have not criticized courses abuse suffered in the past. Several ing handed out."

Mr. O'Dea said the state's financial situation has made it necessary much like a bank does with hometo set spending priorities. He said that any savings from the salary cuts would go to need-based financial-aid programs.

-ROBERT R. SCHMIDT, JR.

A state agency in New York will provide \$45-million for six private colleges to use as lowinterest loans to their students

The New York State Dormitory Authority agreed to issue tax-free bonds to raise the money at the request of Rensselaer Polytechnic Institute and five other Albany-

nancial aid for students from mid-

dle-class families.

the authority from which to make "It's very hard to generate an ade- the loans, some institutions are

Those institutions want to allow dent loans is not deductible.

Oklahoma higher-education tary bases. He says the Pikes Peak officials are making a stir over who do not qualify for federal courses being offered by Pikes legitimate."

loan programs because their family income is too high.

The authority may also issue an additional \$60-million in bonds for use by other private and public colleges in the state at a later date.

Details on eligibility, pay-back schedules, and interest rates are cials said they expected the loans to be especially attractive because New York has cut back on its fi-

The program is similar to loan programs offered by other states, but, unlike many of those programs, the colleges, not the state, affairs. will set most of the rules and ad-

Also, because the colleges will be receiving a pool of money from

families to borrow the money against the value of their homes, equity loans. In such cases, the interest payments on the low-interest loans would also be deductible for state and federal-income tax purposes. Interest on traditional stu-

---GOLDIE BLUMENSTYK

are mystified by the complaints, and suggest that Oklahoma offi-

offer by other colleges at the base.

Steve F. Kime, director of a Washington organization that encourages colleges to develop flexibases desire, says such "acrimony" is not unusual when out-ofstate institutions move onto miliprograms appear to be "perfectly first job they were offered. --G.B.

Peak Community College, a Colorado institution, at the Fort Sill Army base in Oklahoma. The base is next to Cameron University, which says its mis-

sion is to serve Fort Sill. The Oklahoma officials, includthat Pikes Peak courses do not meet the state's standards, and that many Oklahoma institutions would not accept the credits if soldiers chose to continue past the asso-

ciate's degree. Oklahoma's Board of Regents has authority to approve courses offered in the state, but not those at federal military in-

Cameron officials say the Pikes Peak courses are not as rigorous as Cameron's. "Our courses require attendance," says Terral McKellips, vice-president for academic

Officials at Pikes Peak say they

Pikes Peak, which is accredited by the North Central Association of Colleges and Schools to provide courses at Fort Sill and seven other non-Colorado sites, offers some courses through correspondence.

ble scheduling that many military a support base. To date, the center

ing Chancellor Hans Brisch, say mo?" she asks. " 'Murgaret, I got

paying jobs.

up—by going to church and com munity meetings, or simply by # the market value may be as high as proaching people in the street \$13-million, Mr. Trout said.

done by the Northeast Workford Center, one of the skills-center partners. It also tries to place sit dents in living-wage jobs after the Now Ms. Carter is focusing her

efforts on persuading local compo rations to provide stipends for for dents. She is also working to have the works-skills-center model my licated elsewhere. Two satellie programs have been financed by the state in other locations in Ott gon where largely minority. income populations are strugging with double-digit unemployment and few training opportunities. Hs. Carter has even been trying in plant the seed of her skills-cealed model in South Africa, which sh recently toured with a group from the National Black Caucus of State

Legislators. She remains driven, she s by the same conviction that mot maintain themselves at such a high ums, and gymnasiums. Loyola's Mr.

"It just makes us more

people are here, until the bus with the band pulls away."

more than 4,000. The gym has a seating

Mayor's office, the city police, and the District Attorney have tried to sort out details leading up to the incident. The investigations are expected to be completed this week. City College officials declined to comment on the incident until the investigations were completed.

New York Tragedy Leads Colleges to Review Policies on Campus Use

Continued From Preceding Page authorities at the events. But based on the incident at City College, Mr. Sandruck says, "it allows the university to get some outside expertise and advice on what's happening. It's taking some of the liability off the university."

Who is liable when people are killed or injured at a campus event organized and operated by several parties is one of the questions emerging from investigations of the City College incident. To establish liability, investigators are trying to learn how much the college knew

'You can't eliminate all the risks. It's just a

matter of how much risk you're willing to take and

the precautions you take to counter that risk."

about the event beforehand, how closely officials monitored student organizers, and to what extent they should have advised students.

Among other details, investigators are looking at whether the number of tickets exceeded the number of available seats; whether the number of security guards was adequate; and whether the guards acted properly when problems developed. According to news accounts, the promoter had agreed in a contract with the student government to purchase liability insurance-but in fact never did.

Too many colleges have not "fully explored their potential for lor, and Polson. Says Lawrence D.

ATHERTON FAMILY FOUNDATION 212 Merchant Street Honolulu 98813

Libraries. For expansion of the library and for acquisitions: \$300,000 to Ha-wall Pacific U.

CHARLES E. CULPEPER FOUNDATION

computers and languages. For a mod-

ern-language resource center; \$100,000 to Allegheny College (Pa.).

ELLA WEST FREEMAN FOUNDATION

Business. For a center for doctoral studies and research in the school of business: \$1.25-million to Tulane U.

Diversity. For a comprehensive plan to enhance the othnic and cultural diver-

Facilities. For a dining hall: \$100,000 to Texas Lutheran College.

Pharmaceutical economics. For an in-stitute for pharmaceutical economics: \$300,000 to Philadelphia College of Pharmacy and Science.

DONALD W. REYNOLDS FOUNDATION

Facilities. For a new student-service

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sity of the college: \$750,000 to Saint Mary's College of California.

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liability" when a campus organization uses or an outside group rents facilities, says Sheldon E. Steinbach, general counsel for the American Council on Education. "Incidents like this trigger a much greater and in-depth discussion of

Holding Major Events

Gary M. Pavela, director of judicial programs at the University of Maryland at College Park, says a college would probably be held responsible if something were to go wrong-whether the event was organized by the college or not. "You ought to call the shots," Mr. Pavela says. "It's your facility, and you are ultimately responsi-

"You're not insulating yourself from liability by turning it over to the student group or anyone else," he adds. "You're probably actualty increasing your liability." Mr. Pavela is the editor of Synthesis: Law and Policy in Higher Education, a magazine that examines legal issues on campuses.

To avoid the complications of working with outside promoters. some institutions do not rent their facilities. Other colleges have hired outside management agencies to organize events. George Mason University's Patriot Center, with a major events for the Washington area. It hired Centre Management, a division of a company that owns and manages the Capital Centre, an arena in Landover, Md., to arrange and oversee events. Concerts at the Patriot Center have included shows by Vanilla Ice, James Tay-

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ris.

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-For the library: \$2-million from an

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Muhlenberg College. For an artist-in-



Gary M. Pavela, head of judicial programs at the U. of Maryland at seating capacity of 10,000, puts on College Park: "It's your facility, and you are responsible."

vice-president for finance and pertise in the people and in the corporation that makes us feel a definite protection."

George Mason approves events to be held at the center and works

residence program: \$1-million from Dorothy and Dexter Baker. New York University. For the medical center: \$10-million from Ronald O. Pereiman.

Pereiman.

Pennsylvania State University. For the School of Hotel, Restaurant, and Recreation Management: \$100,000 from Willard Campbell.

—For a convocation and events center: \$100,000 from Charles T. and Karen Koval.

For the college of engineering: computer software valued at \$241,400 from Pritsker Corporation.

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nologies Corporation.
University of California at Santa Barba-ta. For support of programs: chal-lenge gift of \$100,000 from Margaret C. Mosher.

University of Florida. For a lecture se-ries in the law school: \$125,000 from Morshon, Sawyer, Johnston, Dun-wody, & Cole. University of Networks and Managery

University of Nebraska at Lincoln. For a professorship in Judaic studies: \$100,000 from Zella Rosenbers. University of North Carolina at Chapel Hill. For a professorship in international business and for graduate fellowships in medicine, nursins, and pharmacy: \$1-million from Giaxo Inc. University of Richmond. For support of programs: \$275,000 from Sidney and Jane Page, \$100,000 from Henry F. Stern, and \$100,000 from an anonymous donor.

mous donor.
Interply of South Alabama. For the
university interest equipment valued
at \$131,000 from Bel Air Mall.

alversity of Texas at El Paso. For a professorable of creative writing: \$300,000 from Peter and Mardee de

Czarda, George Mason's associate closely with the company. Both hold insurance policies to cover the planning: "There is a level of exrequired to purchase coverage authorized by Centre Management.

> Many colleges and universities say they look at the history of the band or entertainer and the crowd it might draw before deciding how much security is needed. Heavymetal or rap concerts require more security, they say, simply because the crowd is more excitable than the crowd that goes to hear an acoustic guitarist or jazz singer.

In September, Rensselaer Poly- and the precautions you take

Excitable Crowds

technic Institute foresaw a possible counter that risk." Markey Charitable Trust Gives \$19-Millio

in Grants for Basic Medical Research

The Lucille P. Markey Charita- ence. ble Trust has awarded \$19-million The University of Wisco in grants to support basic medical research at six institutions.

The grants, which will be distributed over five- and six-year periods, will be used largely by University of California will the institutions to cover researchers' salaries, build new laboratories, purchase equipment, and train graduate students.

Princeton University will receive \$4.5-million, the largest of tious diseases. the grants, to support a structural cell biology program.

The Children's Hospital Medioowner of Calumet Farm, a but owner cal Center in Cincinnati will receive \$3.5-million for its center on ble in Lexington, Ky. Her with pediatric molecular genetics, a proof Cincipant On the University tributed by 1997—15 years a

The University of Illinois at Urbana-Champaign will be given than \$392-million. \$3-million to establish a research

MIAMI program in molecular mus

at Madison will receive \$3-miles to support studies on the molec basis of virus structure. ■ The Santa Cruz campus a

search on ribonucleic acid. The Public Health Resea

Institute in New York City with The Markey Trust was &

lished by the will of Ms. Math of Cincinnati College of Medicine. Induted by 1997 her death. Since the first grad the 1983, the trust has awarded a ---JULIE L. NICEL

Business & Philantly

problem with a concert feat

Anthrax, a white heavy-r group, and Public Enemy, ak

rap group. Fearing that there is he clashes among members of

audience, campus officials creased the number of score

guards it hired for the event, T

concert, held before 2,800 in cl

Houston Field House, west

without a hitch, officials say,

Of course, not allowing one

groups or events on campus,

another option. Goucher Cole

has kept hard-rock groups offt

campus "because the admining

tion is a little fearful of getting r

hard-rock kinds of things,"

Frederica S. Benson, Gouche

director of conference and real

Private colleges like Good

"A public college that thee to go down that route to prot.

itself from court liability may l

opening itself up to a First Ares

ment violation," says Mr. Par

of the University of Maryland

Proof Sought From Promote

Many colleges say that belt

they allow an outside promoten

hold an event on their campus

they require proof that the proof

er has taken out an insurance

cy. That way, the promoter

comes the primary insurances

er, and the institution become

Some officials say that pron

ers sometimes try to push a color

to be the primary carrier, so h

must be firm in insisting and

fying---that the promoter has ma

equate policy. Those institution

that don't rent to promoterses

the entertainers to have insura

Loyola College won't sign of

tracts with performers until it

proof that the entertainer has tale

Despite the methods colle

use to avoid potential probles

many officials echo the same sa

"You can't climinate at

risks," says Scranton's Mr. 8

druck. "It's just a matter of in

much risk you're willing to be

out an insurance policy.

secondary carrier.

can have such restrictions, b

public institutions cannot.

facilities.

Although the members of the National Collegiate Athletic Association are not scheduled to consider the issue of sex equity until their 1994 annual convention, advocates for women's sports say they expect the issue to return to the front burner much sooner than that. Many administrators of women's

sports note some positive signs. And they are heartened that the association's presidents' commission, in its three-year strategic plan, made gender equity a key focus of the 1994 annual

"I will credit them for saying it's part of the plan," said Chris Voelz. women's athletics director at the University of Minnesota-Twin Cities and president of the National Association of Collegiate Women's Athletics Administrators. Ms. Voelz also said she was pleased that Richard D. Schultz, the NCAA's executive director, had urged the association's members in his stateof-the-association address last week to guarantee sex equity "in all that

The NCAA's research department is nearing completion of a genderequity survey that is expected to provide solid information about the extent to which male and female athletes receive equitable treatment. Many college-sports observers acknowledge that most big-time sports programs fall short of providing equitable opportunities and financing to men and women.

Last week, the NCAA's Division I members agreed to delay for a year cutbacks in scholarships in all women's sports that were scheduled to take effect in August 1993. They also elected their first female vicepresident, R. Elaine Dreidame. associate athletics director at the University of Dayton.

However, Ms. Voelz and other advocates for women express impatience at the slow pace of change and say they expect that pressure from outside forces muy speed things along.

The House Subcommittee on Commerce, Consumer Protection, and Competitiveness is scheduled to hold the next in its series of bearings next month that will concentrate on sex equity and other financial concerns in college sports. A survey by the General Accounting Office of race and sex equity in intercollegiate sports programs is expected to be released at that

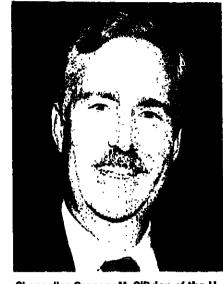
'Nobody really wants federal intervention in higher education." said Donna Lopiano, women's athletics director at the University of Texas at Austin. "But if the colleges will not do it on their own, then we'll just have to suffer through federal legislation. After all, nothing would have happened without Title IX originally." Title IX of the Education

Amendments of 1972 bars sex discrimination at institutions that receive assistance from the federal government.

Athletics



Francis X. Rienzo, Georgetown's athletics director: "The road to academic reform is going to be covered with the bodies of disadvantaged individuals."



Chancellor Gregory M. O'Brien of the U. of New Orleans: "What happens in athletics affects opinion about higher education more than any single thing."



U. of Mississippi: "Needless to say. all of us are very gratified and happy with the outcome."

NCAA Votes to Raise Academic Standards for College Athletes

Continued From Page Al average as low as 2.0 if he or she surpasses the NCAA-prescribed minimum scores on standardized tests.

"This is a very significant step forward toward more actively communicating to athletes and parents and schools the kind of work that will prepare student-athletes to get college degrees," said R. Gerald Turner, chancellor at the University of Mississippi and chairman of the presidents' commission. "Needless to say, all of us are very gratified and happy with the outcome.

Memories of 1983

Not everyone was so pleased. The debate on the convention floor evoked memories of the 1983 convention, when advocates for black athletes heatedly argued against the adoption of Proposition 48, the academic standards for freshmen that were toughened last week.

As they did in 1983, critics complained that the higher standards would disproportionately affect underprepared athletes.

many of whom are black, "I think the road to academic reform is going to be covered with the bodies of socioeconomically disadvantaged individuals," said Francis X. Rienzo, athletics director at Georgetown University. "The presidents' commission

is leading the way, and those individuals have no way of representing themselves." "But this is a democracy and we had a vote, and the other prevailed," he added. That kind of resignation shows how far Continued on Following Page

Key Reforms Approved by NCAA Members and the second second to the second s

■ Academic standards for freshmen toughened by requiring incoming athletes in Division I to attain a 2,5 grade-point average in 13 high-school core courses, instead of the current 2.0 in 11 core courses, beginning August 1.. 1995.

■ An indexing system established that will allow athletes who fall short of the 2.5 grade-point average to earn eligibility as freshmen if they score higher than the minimum 700 on the Scholastic Aptitude Test or 17 on the American College Testing Program's standardized test.

Satisfactory progress rules adopted that, for the first time, will require athletes to meet minimum grade-point-average requirements to remain eligible for competition throughout their collegiate careers. Athletes also will be required to complete increasing proportions of their degree program requirements at the start of their third, fourth, and fifth years to be eligible to compete.

A rule approved that will require opaches in Divisions I and II to get prior written approval from their presidents each year of all sports related outside income.

Public Still Lacks Confidence in Athletic Association, Its Director Says

OUNDED 1900

Richard D. Schultz, NCAA's executive director: "We have to realize that ... athletics departments are not sacrosanct when it comes to the budget-cutting process."

By DOUGLAS LEDERMAN

ANAHEIM, CAL.

Even though it has adopted significant reforms in the last three years, the National Collegiate Athletic Association has not convinced lawmakers and the public that it can solve the problems in college sports. its executive director said last week.

"Even after two conventions of dramatic reform and a demonstrated willingness to change, many people still view us as a organization that cannot effectively deal with its own problems and is unwilling to make the major changes that are necessary to bring about true reform in intercollegiate athletics," Richard D. Schultz, the director, said in his annual state-of-the-association address at the NCAA convention.

Mr. Schultz largely echoed the themes he had touched on in his two previous annual addresses. His speech was noteworthy primarily for its acknowledgment that the NCAA's "reform movement" and its intensifying public-relations campaign had Continued on Page A37



as he has said repeatedly in the last

three years, "you are what you are

The nugging negative percep-

tion, Mr. Schultz said, has invited

the association's other major prob-

lem-the intervention of federal

and state lawmakers into NCAA af-

fairs. While the association has

made significant progress in re-

solving its problems, Mr. Schultz

argued, "as long as the public per-

ceives problems and corruption in

college athletics or problems with

the NCAA, their representatives, on

all levels, will feel compelled to

tions are necessary or warranted."

Mr. Schultz said the association

had made great strides in the last

three years, culminating in the

'Plethora' of Legislation

perceived to be."

NCAA Votes to Require Higher Academic Standards for College Athletes

Continued From Preceding Page the presidents' commission has come since June 1987, when it called a special cost-cutting convention and watched as most of its proposals were soundly rejected or deferred. After more than two years of study and recovery, the commission cautiously proposed a few minor cutbacks in season lengths at the 1990 convention. They were adopted, although some last-minute arm-twisting was reguired to hold the line.

A year later, in January 1991, the commission was bolder and more organized. It hired a former college president and a former NUAA president to lobby chief executives to support a series of proposals to cut costs and reduce the time demands on athletes. Almost every one of its proposed rules changes was passed with hardly a whimper of opposition, prompting one athletics director to complain of feeling like "roadkill on the road to reform."

A Turbulent Subject

This year's challenge promised to be greater, focusing as it did on academic issues, which have always been the association's most turbulent subject. But, emboldened by their success in 1991, the presidents' panel proposed a tough nackage of rules changes. In addition to their consultants, Wilford S. Bailey, a retired professor at Auburn University and former NCAA president, and John S. Ryan, formet president of Indiana Universi- his or her degree requirements and ty, the commission enlisted the achieve a grade-point average support of the Knight Commission on Intercollegiate Athletics and top mum GPA required for graduation. officials of several education in order to be eligible to compete groups, including the American Council on Education and the College Board.

Up to the eve of the balloting, the presidents were still tallying the votes in their favor and encouraging opponents to switch to their side. They seemed to relish the political challenge.

"We just have to count and re-

inner-city high schools strapped for cash

"stmply have no

meaningful way to respond" to the challenge

from the colleges.

count the votes," David Warren, president of Ohio Wesleyan University and an officer of the presidents' panel, said the night before the voting began. "We just keep University of Notre Dame, question, 'How we doin'?' '

They were doing very well. Once again, virtually all of the legislation was passed. Among other things, Division I delegates agreed to:

Raise the minimum gradepoint average requirement of Proposition 48 to 2.5 in 13 core courses. The standardized-test portion of Proposition 48—which makes State College, said: "This is clearly freshman athletes incligible if they score below 700 on the Scholastic Shtitude Test or 17 on American College Testing's standardized test--remains intact. Members of



Ohio Wesleyan's David Warren:

Division II agreed to raise the core-

11, but did not increase the GPA

■ Establish an indexing system

by which Division I athletes with

averages lower than 2.0 can earn

eligibility. An athlete who scores

900 on the SAT or 21 on the ACT can

become eligible with a GPA of 2.0 or

Require a Division I athlete,

by the start of his or her third year

at a college, to fulfill 25 per cent of

equal to 90 per cent of the mini-

that year. The requirements would

increase to 50 per cent of the re-

quirements and 95 per cent of the

required GPA by the start of the

fourth year, and 75 per cent and 95

per cent, respectively, by the be-

■ Require all Division I and II

coaches to get prior written ap-

proval from their presidents each

year for all income from sources

outside the institution, including

compensation from manufacturers

The most heated debate re-

volved around the proposals to

raise academic standards for fresh-

men, which were vigorously op-

posed by the black-college presi-

dents and representatives of the

Big East Conference, which had

proposed several measures chal-

enging the presidents' objectives.

Other institutions voting against

the tougher standards included

Georgia Institute of Technology.

the Ohio State University, and the

'A Discriminatory Proposal'

Critics argued that the presi-

dents had ignored existing research

showing that raising academic

standards would sideline more

black athletes than whites and, in

turn, diminish minority access to

higher education. William De-

Lauder, president of Delaware

Opponents of the measure also

the presidents' commission that in-

creasing coilege standards would

a discriminatory proposal."

of athletic apparel and sneakers.

ginning of the fifth year.

better. The rule also allows for gra-

dations in between.

"We just keep asking the

question, "How we doin"?"

question, the Ed Koch

Inner-city high schools strapped for cash, said Charles Theokas, will let them hire an additional fullathletics director at Temple Unitime football coach in place of two versity, "simply have no meaning-part-time coaches, reversing a ful way to respond" to the challenge from the colleges.

Research on Proposition 48

The presidents, however, pro- members of the presidents' comduced evidence that they said discredited the argument that tougher didn't pass as by what did. After standards would bar black athletes last year's convention, some from their colleges. They cited resports officials vowed to turn back search showing that after Proposition 48 was implemented, the proportion of Division I athletes who that by adding assistant coaches are black actually rose after an ini- were soundly defeated. The presi-

That, the presidents argued, proved that black athletes who failed to become eligible under Proposition 48 had been replaced not by white athletes, as the rule's critics feared, but by black athletes who were better prepared for colcurriculum requirement to 13 from lege.

> 'These standards will support educational success and educational opportunity, but opportunity for whom?" said Thomas K. Hearn, Jr., president of Wake For-

"These standards

will support educational success

and educational

opportunity, but opportunity for whom?"

est and a member of the presidents' panel. "Should not these wonderful opportunities to play a sport and get a college education go to those students who have demonstrated that they have the capacity to benefit from this opportunity?"

Mr. Hearn added: "We surely know the issue is not whether minority young people will be given these scholarships—they will—but whether the scholarships awarded should reflect athletic and academic achievement."

The critics also said the presidents had put political expediency over academic goals, accusing them of pushing through the academic reforms to appease growing concern among lawmakers and the

Gregory M. O'Brien, chancellor of the University of New Orleans, defended the academic soundness of the proposals and asserted the presidents' need to take seriously the external criticism of college

What happens in intercollegiate athletics affects America's, Congress's, and Mom and Dad's opinion about higher education perhaps more than any other single thing," he said. "That means the presidents have to be involved.

Presidents Lose Round or Two

The presidents' commission did lose a round or two. Division I members rejected a proposal that would have allowed their colleges challenged arguments offered by to give athletically related financial aid to incoming freshman for summer school. And the 106 big-time

conflicted with its academic proposals. Some of the Big East and SEC proposals were indeed with drawn and others were voted

Another Step in a Campaign

Leaders of the presidents' panel described what took place here as another step in their campaign to turn the NCAA into what Mr. O'Brien called "a higher-education association dealing with college sports."

Mississippi's Mr. Turner expanded on that: "The NCAA needs to act like any other important higher-education organization. which means it should be run by presidents and implemented by the rest of the membership. Presidents have been slow in coming to this, but everything that's happened in the last 15 years underscores the necessity of what happened here

Coming February 19

nored the commission's opposition

and approved a rules change that

change made during the reform

sweep at last year's conven-

Despite those failures, some

mission were as heartened by what

some of the cutbacks adopted

dents' panel had lobbied intensely

to get the Big East Conference and

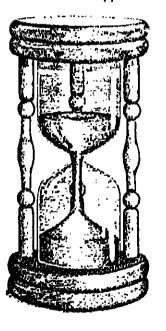
the Southeastern Conference to

withdraw proposals that it believed

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The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037

Public Still Lacks Confidence in Athletic Association, Its Director Says

Continued From Page A35 failed to stem the dual tides of pubic criticism and legislative intrusion. Mr. Schultz also urged the NCAA's members to wage an all-out lobbying campaign against federal and state efforts to govern the asso-

cistion. And he proposed that the members consider changing their rules to treat men's basketball and football-where most of the problens are thought to exist-differently from all other sports.

Mr. Schultz said the association faced several major pressures,

mostly from external forces. He discussed the growing financial squeeze in which many colleges and universities find themselves, because of reductions in state aid and rapidly esculating costs. "We have to realize that with these types of financial pres-

sures, athletics departments are central office, Mr. Schultz said, correct, Mr. Schultz insisted, but, not sacrosanct when it comes to has cut its budget by \$3-million the budget-cutting process,"

Cost-cutting measures adopted at last year's convention, Mr. Schultz said, "merely scratched the surface" of what is needed. Whenever possible, future reductions should be made in travel, administrative budgets, and equipment, rather than by dropping teams, Mr. Schultz said.

'Cost-Control Measures'

"Too many times in athletics our response to tight budgets has been to try to generate more revenue." he said. "We need to continue to do that, but we also must develop forces 'Mickey Mouse' rules, does good cost-control measures if we not provide due process, and are going to survive and maintain serves as prosecutor, judge, and the quality that we would like to jury in all infractions cases." see in our programs." The NCAA's Many of the perceptions are in-

ATHLETICS NOTES

■ Regents to study U. of South Florida's handling of rape charge

since last year and instituted a freeze on new positions.

College sports. Mr. Schultz said. continue to suffer from a poor pub-

He recited a litany of perceived problems: "Many people still feel that all athletes are special admits, don't graduate, and use steroids; that coaches all cheat and are overpaid; that faculty representatives are co-opted by their athletics departments; that governing boards and alumni-not chief executives—run athletics departments: that the NCAA promulgates and en- act, regardless of whether their ac-

the ground.

overwhelming adoption of a series of academic proposals at last week's meeting. But he said those efforts had failed to deter federal and state lawmakers from their efforts to regulate the NCAA and college sports. He noted a "plethora" of federal legislation and increasing program, citing higher-than-expected costs in getting the team off interest among state legislators. particularly concerning the associ-■ Mars Hill College said it would ation's investigative process. As if add women's soccer, men's and to underscore Mr. Schultz's warn-

> week's meeting as observers. Mr. Schultz said the association federal measure that would require

arships to publish their audited revenues and expenditures each year. He asked the NCAA's Division I and Il members to oppose the measure. proposed by Rep. Paul Henry, a Michigan Republican, which has been endorsed as part of the Higher Education Reauthorization Act of 1992 by the House Committee on

all colleges that give sports schol-

Education and Labor. "We have found from experience that the support from the membership—by making key telephone calls and writing appropriate letters at various times—is very cffective in deterring inappropriate action on the part of our elected representatives," he said.

In a break with NCAA tradition, Mr. Schultz proposed that the association study the value of applying its rules on a sport-by-sport basis. Many sports officials believe that sports other than football and basketball are unfairly restricted by rules that are adopted primarily... to guard against abuses in those two sports.

Mr. Schultz gave a nod to the association's critics in Congress, state legislatures, the news media. and the public, saying he had been "impressed" by many of them. He urged members to respond to the criticism not by "crawling into a shell," but "with a commitment to positive change in the spirit of openness, trust, and cooperation."

He concluded: "It is incumbent on us, this week and throughout the year, to respond to our challenges, to change when necessary. and to actively demonstrate our was particularly concerned about a commitment to a system of which-

■ Big South and Midwestern conferences select new members

The State Board of Regents in Briefly Noted Florida has appointed a commillee to review the University of South Florida's handling of a rape complaint involving a bas-ketball star.

The panel, made up of six staff members from the state-system offce, will study whether South Florida officials gave the athlete secial consideration or treated the aleged victim unfairly.

A review this fall by an internal panel at South Florida found that university officials had ignored their own procedures in handling the case of Marvin Taylor, who was accused in October 1989 of assulting a female student.

The committee found that a vicepresident, Dan Walbolt, who is also a member of the university's booster group, had handled the inquiry himself rather than delegatme it to a disciplinary officer, as is customary. The athlete received a brief suspension, which was lifted after Mr. Walbolt said the accuser had recanted

Reports in The St. Petersburg limes late in 1990, however, indicated that the accuser had never ecanted her testimony and had reilerated her charge of rape.

An internal review conducted by aspecially appointed committee at South Florida found in November that university administrators had ignored their own procedures in handling the charges against Mr.

That finding led to a call by Betty castor, the state's education commissioner and a member of the Board of Regents, for a state-sys-

Two Division I conferences have announced new members. The Big South Conference anhounced that it had added Towson State University and the Universily of Maryland-Baltimore County as members, and the Midwestern Collegiate Conference said that Diquesne and LaSalle Universiiles would join the league in 1992---- DOUGLAS LEDERMAN

■ The Central Intercollegiate Athletic Association placed Bowie State University's athletics program on one year's probation and ordered it to forfeit every game it had won in all snorts other than women's basketball in 1989-90, becourse of the university's use of ineligible athletes.

■ Ulster Community College dropped its three-year old football

women's cross country, men's ings about the threat of federal ingolf, and junior-varsity baseball to tervention, aides to at least two its sports program. The college members of Congress attended last plans to move from the National Association of Intercollegiate Athletics' Division I to Division II of the NCAA within two years.

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Edited by Robert O. Berdahl, University of Maryland Graeme C. Moodie, University of York, UK, and Irring J. Spitzberg Jr., President of the Knowledge Company, Maryland

The British system of higher education is often said to be highly selective, emphasizing high uniform standards of scademic quality. The American system, by contrast, is seen as remarkably accessible and consequentially diverse in its standards and provisions. In this book, a group of American and British observers and participants examine important aspects of higher education in the two countries, with quality and access as the continuing and connecting themes.

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Poland's Ministry of National Education is trying to recruit academics from the United States and other countries to spend the 1992-93 year helping to train teachers of English.

The ministry made its case in an open letter to "friends," It stated, in part: "One of the barriers faced by Poland in becoming a modern and democratic country is the ignorance of Western languages, especially

"As a result of the past educational policy we have 18,000 teachers of Russian to only 1,500 of

The ministry opened more than 50 new foreign-language teachertraining colleges last fall and hopes to train 20,000 teachers of English by the end of the decade. It is seeking instructors to help staff those colleges, as well as some elementary and secondary schools. Knowledge of Polish is not a requirement, but teaching experience is. Some background in teaching English as a second language is desirable.

The ministry will provide rentfree housing and pay a salary that it says will allow "for the

While the ministry cannot pay travel costs, the contracts it will offer include free medical insurance and two months of vacation, plus two weeks between semesters and a week at Christmas and Easter. Instructors will teach 12 hours per week in a college, or 18 per week in a school. The 12-month contract year begins October 1.

Interested people should send a résumé and copies of their diplomas or degrees to the attention of Deputy Director Jerzy Wiśniewski, Department of Foreign Relations, Ministry of National Education, Al 1 Armii Wojska Polskiego 25, 00-918 Warsaw, Poland.

To encourage experienced faculty members in Brazil to stay in their jobs longer, the Center for Training Teachers in Higher Education, a grant-making agency attached to the Ministry of Education, recently began a program of fellowships for professors who reach retiremen age but choose to remain at their university posts.

Early retirement by experienced faculty members has become a severe problem for Brazil's state universities (*The Chronicle*, December 18).

The new fellowships represen financial bonus and effectively increase a recipient's salary by as much as 70 per cent.

Between 300 and 400 such fellowships are to be awarded to candidates nominated by their university departments for special two-year projects. Priority will be given to candidates working in graduate programs that would be threatened by the loss of faculty

Officials of the program say the response from universities thus far has been enthusiastic.

International

Surge of Chinese to U.S. Colleges Defies Effort Aimed at Restricting Study Abroad

Enrollments of students from China are higher than ever at American institutions

By KATHERINE S. MANGAN An 18.6-per-cent jump in the enrollment of Chinese students at U.S. colleges and

universities would be noteworthy anytime. But the current surge is particularly surprising, since just two years ago the Chinese government issued regulations aimed at restricting study abroad.

Despite predictions that the flow of Chinese students would drop once the regulations took effect, just the opposite has occurred. Not only are more Chinese students coming to the United States than two years ago; they are staying longer.

The consensus among international-student advisers and Chinese students themselves seems to be that the so-called fiveyear work rule is having little effect on people who have made up their minds to study in the United States.

That comes as a surprise—and a relief to many Chinese students who complained bitterly when their government announced in 1989 that college graduates would have to work for five years in China before they could pursue graduate studies abroad.

"When the government announced the restrictions, we worried that young people would lose precious time getting educated," says Jin Dai, a Chinese postdoctoral student in physics at Rutgers, the State University of New Jersey, who earned his doctorate at the University of Texas at Austin. "Five years is a long time, but it turns out a lot of people can find loopholes and get around it."

Last October the Institute of International Education released figures showing that a record number of foreign students had attended U.S. colleges and universities in 1990-91. China was the leading country of origin, with 39,600 students in the United States, 18.6 per cent more than in the previous year. In 1988-89, before the work rule was imposed, 29,040 Chinese were enrolled in U.S. institutions.

Rules Aren't Being Enforced

Not only are there many loopholes in the regulations, but the Chinese government apparently is enforcing the rules neither stringently nor evenly throughout the country.

Chinese students with close relatives in the United States are exempt from the regliations, as are those with any sort of relatives who agree to reimburse the government for the cost of the students' education in China. The reimbursement fee, according to a U.S. consultant in international education, amounts to about \$550 a year for undergraduate study and about twice that for graduate work. The money is refunded if the students return to China within eight years of their departure.

Students who are privately sponsored, rather than officially sanctioned by the Chinese government, can also avoid the five-year work requirement.

Finally, students who leave their Chinese institutions before the start of their

fourth year to study abroad also have to reimburse the government for tuition for the years they attended, but they do not have to work for five years before starting their overseas study.

Students have taken advantage of such exceptions in several ways. Some find private sponsors, like friends or relatives; some go ahead and reimburse the government for their education; and some drop out of their universities so they can apply

"Not only are the numbers up, but the ways they're getting out are different. We're seeing

fewer officially sponsored students and more private

as transfer students and avoid the work requirement. Some Chinese students also report that government officials often accept bribes for waivers of the work restriction. "You have to have money or connec-

Dai of Rutgers. Peggy Blumenthal, vice-president for

educational services at the Institute of In ternational Education, says the Chines students who come here "are very talented and determined individuals who are ablete get around the regulations."

Steady Rise Since Tiananmen Square

"Not only are the numbers going up, but the ways they're getting out are also different," she adds. "We're seeing fewer offcially sponsored students and more private students coming on their own funding."

At the University of Southern California, Chinese-student enrollment has in creased steadily since the bloody craddown in Tiananmen Square in June 1989. The numbers grew from 336 in the fall of 1989 to 453 in the fall of 1991.

Dixon C. Johnson, executive directors the university's Office of International Students and Scholars, says he found the steady increase "kind of puzzling," in light of the restrictions.



Jin Dal, a Chinese postdoctoral student: "Five years is a long time. but it turns out a lot of people can find loopholes and get around it."

further studies abroad, says Glenn Shive, a consultant in international education. But some believe the rule was imposed to send a "get tough" message from government officials worried that the flood of requests for overseas visus could result in a bruin

Chinese government officials were also worried that students who came to the United States to study would be "corrupted by democratic ideals" and demand changes when they returned to China.

Avoiding Work Restrictions

At Harvard University, where Chinesestudent enrollment rose to 220 this fall from 191 the year before, an admissions official says many students opt to transfer as undergraduates to avoid the work re-

"Some students say they had planned to wait until graduate school, but felt that because of the new regulations, they had better do it now," says Rosemary M. Green, associate director of admissions at Har-

Another possible factor in the high enrollment of Chinese students here is the executive order issued by President Bush in 1989, which protects Chinese students against immediate deportation after their studies are completed. Students are now permitted to remain in this country until January 1, 1994—a provision intended to protect students from retribution in China for their involvement in pro-democracy protests abroad.

Many students are taking advantage of that provision by continuing their studies or working in the United States, highereducation officials say.

"Since Tiananmen Square, people are coming, and they're just not going, " says Norman Peterson, executive secretary for the Liaison Group for International Educational Exchange. "They're prolonging heir student status as long as they can."

At the University of Texas at Austin, where the enrollment of Chinese students increased to 371 this full from 301 the previous year, part of the increase came about because some students who were aircady at the institution decided to remain for another year, university officials say. However, most higher education officials interviewed said the bulk of the increase was due to new students' coming to the United

Limited Opportunities at Home

"When you don't lose as many students. lewer have to come to cause an increase." says Margaret A. Kidd, director of the university's International Office.

Chinese students coming to the United lors. Opportunities for graduate study and career training are much more limited in China than they are in the United States. Just as important, the brutal repression of the pro-democracy movement left many young people in China disillusioned with their country and eager to get out.

"America is much richer and more deeloped," says Yuh-lin Chang, a graduate Audent to electrical engineering at the Uniretails of Texas at Austin and president of At university's Chinese Students and Scholars Association. "Whenever they wo a chance, the Chinese students want to move to a better place where they can have a better life."



Per Nyborg, the general secretary of Norway's University Council: "We do have to spend more money, much more money on higher education, but that in itself will require a drastic change in attitude."

Enrollment Surge in Norway's Colleges Brings Political Consensus for More Government Aid; Drive to Close Small Institutions Gains

By GORDON F. SANDER

Overcrowding at the University of Oslo is so severe that officials may "suspend" all final examinations this year because there are not enough rooms in which to

The conditions at Oslo are symptomatic of the situation throughout Norway's higher-education system, which over the past four years has experienced close to a 50per-cent increase in full-time enrollmentfrom 95,000 in 1988 to more than 140,000 today. Each of the country's four main public universities-Bergen, Oslo, Tromsø, and Trondheim-reports it has too many students and not enough space.

The universities' efforts to cope have led to a broad-based consensus among political leaders in Europe's northernmost country that swift and substantial increases in support for higher education are essential.

A Record Increase in Funds

Last month, following the recommendation of the minority Social Democrat government, the Storting-Norway's parliament-agreed to a record 11-per-cent increase in funds for higher education and research, to about \$1.42-billion, for the coming year.

At the same time, government officials are continuing their campaign to try to reduce drastically the number of small, regional colleges scattered across the coun-

Originally designed as an alternative to the university system, the network of 104 regional colleges offers programs of study

that lead to the equivalent here of a bachelor's degree.

About 55,000 of Norway's students are enrolled in the regional colleges, and about 10.000 attend private colleges and institutes. The rest-some 75,000-are enrolled at the four universities.

Current government plans, which the Storting has reluctantly endorsed, call for rolling back the number of regional colleges-which remain highly popular-to roughly 30 so that more resources can be focused on the universities.

"The system is under unprecedented pressure," says Jan Toska, executive officer in the university section at Norway's Ministry of Education, Research, and Church Affairs. Mr. Toska, one of those responsible for preparing the new highereducation budget and pushing it through



the parliament, says that about \$20-million will go for the construction of new facilities at the teeming universities, particularly those at Bergen and Oslo.

Student leaders across the country say the amount to be spent on new fucilities is not nearly enough.

"Ever since 1945 the government has been urging everyone to get a higher education, but then when it comes time to pay the bill, there isn't enough money," says Anne Lagoen, the head of the Oslo students' union. "We're fed up."

No Provision for Library

Ms. Lagoen is particularly distressed that the new budget contains no provision for what she considers the most pressing need of the flagship Oslo campus: a new, conveniently located library. Overcrowding and no place to grow forced the university to relocate its campus from the city center to the outskirts of the capital, with only the law school and the main library downtown. Hence stu must shuttle between the library on the old campus and classes on the new campus. in a district called Blindern. Oslo students say the situation is not acceptable.

Mr. Toska of the education ministry promises that the university will get a new library, probably within the next two years. "We are working on it now," he

He also cautions that planning has to precede expansion. "We can't just throw money at higher education—we have to get our signals clear first," he says.

Student leaders say money alone won't Continued on Following Page



Big Enrollment Increase Swamps Norway's Colleges

correct the underlying problem, which they identify as the government's "skewed and confused" notions about support for higher education.

"University students in Norway are treated like second-class citizens," says Signe Knappskog, are being asked to pay for the cost vice-president of Norsk Studentunion, which represents the country's university students, "Society doesn't sufficiently value what we do. If it did, it wouldn't be shoving us into grossly overcrowded schools."

Says Briten Stene, head of the students' union at Bergen: "It's really a very depressing situation." Ms. Stene says that classes on the Bergen campus-which was built for 6,000 students but currently enrolls 15,000-are so crowded that Tire marshals have suspended sessions in mid-lecture on several occasions because attendance exceeded the rooms' legal capacity.

An Embarrassment

Ms. Stene and other student leaders-as well as many frustrated academics and administratorssee the overcrowding as clear proof of the government's inability to manage and meet the needs of its higher-education system.

At the very least, the overcrowding is an embarrassment to the government. In its 1990 report, "Education in Norway." the education ministry confidently declared: "The current objective of government policy is a capacity of 105,000 full-time students by the mid-90's." That projection was undone when 45,000 new students streamed into the system over the past three semesters.

'The strong and unexpected growth in the number of university applicants has made it clear that the knowledge base for steering higher education is too weak," stated a recent white paper prepared for the government by the Norwegian Research Council for Science and the Humanities, a quasi-public group.

Per Olaf Aamodt, a researcher at the council, is trying to figure out where all the new students came from. According to Mr. Aamodt, the student-population explosion is probably the result of two forces: increased unemployment among young people and the government's own promotion of higher education as something that is good for all Norwegians.

Bitter and Discontented

4.05 Mr. Aamodt says the current unemployment rate--5 per cent, very high by Norwegian standards—has probably encouraged more year-olds to go directly into the higher-education system instead of taking time out to pursue other interests, as had been the norm.

"P-As for the government's push for higher education for all, "Education in Norway" stated it this way: "It is the view of the government that higher education should be regarded as contributing to the economic, social, and political life of all regions in Norway."

Faced with such rhetoric, students can't be blamed for being bitter and discontented, says Mr. Aa-

Continued From Preceding Page modt. He sees as "especially cynicarry such a large burden of debt," cal" the government's implicit en- says Bjorn Tore Sund, vice-presicouragement of higher education dent for financial issues of the naas a way to help solve Norway's unemployment problem by continuing to offer high-interest, stu-

dent-loan packages to all qualified seekers. "In a sense, the students of their unemployment by mortgaging their futures." says Mr. Aamodt. "It's a cheap trick.

"We are in danger of losing a generation," he adds.

Norwegian student leaders see the financial-aid situation as further proof of their oppressed and ceptable that students are forced to

tional students' union.

Like many student leaders in neighboring Sweden, Mr. Sund supports the idea of paying students a salary to pursue a degree. "That would truly underline the value our society places on our work," he says. Mr. Sund did not say how he expected Europe's most sparsely populated nation, which is only now starting to climb out of a deep recession, to pay for

anxious to have the government do don't pay them off at all."

something about the growing numbers of students who are parents. According to unofficial estimates here, one of every five students in the higher-education system is supporting at least one child.

Tempered Sympathy

The student grievances get tenipered sympathy from Per Nyborg, the general secretary of Norway's University Council, a quasi-public body that coordinates relations among the universities and between them and the state.

"In the 1970's, when the interest rate on loans was lower than inflation, it wasn't so hard for students to pay back," he says. "Now, Mr. Sund and his fellow officer, many students don't pay off their neglected status. "We find it unac- Ms. Knappskog, are particularly loans for 20 or 30 years, and some

A former official in the education ministry, Mr. Nyborg says that higher education did not receiv sufficient economic or political support when he was in the government. That, he says, is one of the reasons why he is now working in behalf of the universities.

"We have to understand that the wealth we have acquired from our North Sea oil should be spent on building the system back up," le says in an interview in his office of the University of Bergen campus

We do have to spend more money, much more money on high er education, but that in itself will require a drastic change in all tude." says Mr. Nyborg.

"Higher education is not yet? intrinsic enough part of our c



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Wallie Decompley

TWO PRESIDENTS who resigned recently cited frustrations. The decision of Haskell M. Monros, Jr., chancellor of the University of Missouri at Columbia since 1987, followed the rejection by voters of a tax initiative for education. Mr. Monroe said at a press conference: "My dream for this university has not been to reduce its scope. . . . Now we are faced with the menviable task of reducing the breadth of this university so we can live within our means. My anxiety and frustrations have increased to the level that my task has not been as personally satisfying as I wanted it to be."

John J. Quinn, whose resignation as chancellor of the University of Tennessee at Knoxville is effective June 1, said: "I would say to a large extent I'm stepping down because I simply have not found the past six or eight months very enjoyable." He continued: "I found teaching, which I miss, and doing research a whole lot more fun than I found administering this campus."

Mr. Quinn, who was dean of the faculty at Brown University before coming to Knoxville in 1989, will be recommended for a Chair of Excellence in the university's physics department by Joseph E. Johnson, who became president of the university system last July.

George Sinner, who completes his second four-year term as Governor of North Dakota this year, wants to be president of the University of North Dakota. In a letter to the head of the search committee, Mr. Sinner said he lacks an advanced degree (he earned a B.A. in philosophy from St. John's University in Minnesota in 1950) but feels qualified for the job. Mr. Sinner served on the state's Board of Higher Education for seven years and appointed all seven of its members. (The board will make the final choice of a president.)

Words and phrases on the 1992 Dishonor List of Words Banished From the English Language include "basically" (although it's been banished several times already), "viable alternative," "in my humble opinion," "I see what you are saying," and "big time."

The list has been compiled annually at Lake Superior State University since 1976.

A television station in Boise, Idaho, plans to hold a forum this week on the future of higher education in the state. Among the non-participants are Elisabeth A. Zinser, president of the University of Idaho, and six members of the state Board of Education. While some cited schedule conflicts, others objected to the inclusion in the panel of John H. Keiser, whom the board fired last fall as president of Boise State University.

Regents of Stephen F. Austin State University, who voted unanimously to dismiss Donald E. Bowen, president for only 18 months, gave no reason for ousting him. Reportedly, Mr. Bowen had sought faculty-salary increases larger than the state-mandated 2 per cent. while regents had pressured him to increase the athletics

The search committee for a new head of the University of Massachusetts system includes Neil Rudenstine, president of Harvard University, and Julius Erving, former star of the Philadelphia 76ers of the National Basketball Association. Mr. Erving, a graduate of the university's Amherst campus, was awarded an honorary doctorate by UMass in 1983.

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



Richard G. Younge

State U. of New York

Health Science Center

St. Louis Community



Cheryl B. Stanley

Boyd E. Dewey, Jr. Boston





Keith D. Blavney U. of Osteopathic Medicine & Health Sciences (Iowa)

- New college and university chief executives: St. Louis Community College, Gwendolyn W. Stephenson; Seattle Community College District, Charles A. Kane; Southern Arkansas University, Steven G. Gamble; University of Osteopathic Medicine and Health Sciences (lows), Keith D. Blayney; Urbana University, Francis E. Hazard.
- Other new chief executives: Association of Conference and Events Directors-International, Jill Lancaster; Danforth Foundation, Bruce J. Anderson; National Institute of Medicine, Kenneth I. Shine.

Appointments, Resignations

Roberto Aguero, dean of instructional serv-ices at Southwast Texas Junior college, to vice-president for educational services rn Nebraska Community Col

Loren Anderson, executive vice-president of Concordia College (Minn.), to presi-dent of Pacific Lutheran U., effective

July I.

Robert E. Anderson, professor and chairman of pathology at U. of New Mexico, to vice-president for health sciences at U. of Minnesota.

Marets Bellinger, manager of media relations at Cuyahoga Community College, to director of marketing/recruitment and directors at a control county Com-

director of marketing/recruitment and media relations at Lorain County Community College.

Etsia Barker, member of the staff in the Kontucky Governor's Office for Policy and Management, to director of the budget at Northern Kentucky U.

Stan Bernstein, director of public affairs at California Polytechnic State U. at San Luis Obispo. to director of college relations at Glassboro State College.

Keth D. Blayney, dean of the School of Health Related Professions at U. of Alabama at Birmingham, to chancellor of U. of Osteopathic Medicine and Health Sciences (lowe).

of Osteopathic Medicine and Health Sciences (lowa).

Donald E. Bowen, president of Stephen F.
Austin State U., has been fired.

Kathryn A. Braker, vice-president for college support services at Metropolitan Community College (Neb.), to executive vice-president for instruction at Western lowa Tech Community College.

Edward D. Callaghan, director of human resources at Dearborn (Mich.) Public Schools, to director of human resources at Oakland Community College.
Chandy Christian, campaign director of the North Carolina 4-H Development Fund, to director of the annual fund at North Carolina State U.
Catherine Colleg, assistant to the vice-president for research and development in student affairs at Portland State U., to director of diversity and multicultural affairs.

fairs.

Intel S. Coiller, assistant vice-chancellor for academic affairs at Tennessee Board of Regents, to vice-president for administration at Tennessee State U.

Alsn W. Cross, associate professor of social medicine and pediatrics at U. of North Carolina at Chapel Hill, to director of the university's Center for Health Promotion and Disease Prevention.

Archie L. Cureton, associate director of financial aid at State U. of New York College at Buffalo, to director of financial aid at State U. of New York College at Gen-

esco. Boyd E. Dewey, Jr., assistant dean for student support, operations, and technology in the school of education at Boston U.,

to associate dean.

Les Edwards, professor of English and women's studies at U. of Massachusetts at Amherst, to dean of the faculty of hu-

manufactures to dean or me faculty of humanities and fine arts.

Namy Forsetrom, mission worker at Esther Davis Center (Chicago), to director of major gifts at Andover Newton Theological School. Robert F. Foster, executive vice-president of Southeast Missouri State U., has re-

demic affairs at West Texas State U., to president of Southern Arkansas U.

Rosemarie Gonoo, manager at Lissuk and Company (Morristown, N.J.), to controller at College of Saint Elizabeth.

Bruce F. Grube, provost and academic vice-president at California State Polyteclinic U. at Pomona, has announced his religionation, effective March 27.

John M. Hamilton, senior counselor for development education at World Bank (Washington), to director of the school of Journalism at Louisiana State U.

Poul A. Haubrich, acting associate vice-chancellor at U. of Wisconsin at Milwaukee, to associate vice-chancellor at U.

kee, to associate vice-chancellor. Francis E. Hazard, dean and director of Ohio State U. at Marion, to president of Ur-bana U. Judith Jezek, associate dean of education

programs in the college of nursing at Rush U., to associate dean of the school-of nursing at U. of Miami.

Marjorie R. Johnson, dean of enrollment services at Seattle Pacific U., to vice-provident

Charles A. Kane, president of Riverside Community College, to chancellor of Seattle Community College District, effec-tive April I.

Terry Saunders Lane, interim associate dean for academic affairs in the school of so-cial work at Boston U., to associate dean

cial work at Boston U., to associate deny for development, research, and special educational projects.

Laura Lapins, former deputy director of Mineral Policy Center (Washington), to director of foundation and corporate rela-tions at U. of the South.

Arthur G. Macklinney, president of U. Conter at Tulse, has resigned.

at Tulsa, has resigned. Kimbali I. Mauli, chairman of surgery at U. of Tennessee Medical Center at Knox-ville, to director of the Maryland Institute

of Emergency Medical Services Systems at U. of Maryland at Baltimore. Constnued on Following Page



Continued From Preceding Page Ray Martin, former regional vice-president of Imperial Savings (Pasadena, Cal.), to pirector of church relations at Azusa Pa-

David C. Martz, former director of commu nications and development at American Red Cross (Princeton, N.J.), to director f development for the theological and araduate schools at Drew U.

Haskell M. Monroe, It., chancellor of U. of

Missouri at Columbia, has resigned as chancellor. He will remain on the faculty as a professor of history. Ederick C. Nahm, vice-president for de

velopment and university relations at U. of Pennsylvania, to senior vice-president for planning and develope pher C. O'Heam, deun of academic affairs at Los Angeles Harbor College, to

vice-president for instruction at Orange Coast College. touls Olivier, professor of foreign languages at Illinois State U., to professor and chair of foreign languages at Grand Valley

Jaffery R. Olson, dean of occupational edu-cation at Coastal Carolina Community College, to vice-president for instruction, Malinda Boon Peters, member of the devel-opment staff at Texas Christian U., to di-

rector of the annual fund.

William H. Popp, III, director of corporate
and foundation relations at Albion Col-Figre, to associate director of the office of

John J. Quinn, chancellor of U. of Tennes-see at Knoxville, has announced his resnation, effective June 1.

Greekem filley, president of Colorado Colege, has announced his resignation, effective June 30. Sten Rives, president of Eastern Illinois U.,

Kerl A. Rolder, Jr., chairman of history at Louisiana State U., to dean of the college

I.Outstank State U., to dean of the college of arts and sciences.

Carol Rufus, assistant director of prospect research at Bryn Mawr College, to director of annual and reunion giving.

Micheale M. Schnalder, member of the financial-aid staff at Virginia Commonwealth U., to director of financial aid at Lake Fric College.

Lake Eric College.

Chenyl Belli Stanley, former associate director of public affairs and deputy to the executive director of College Board (New York).

York), to director of development at College of Saint Elizabeth. Gwendolyn W. Stephenson, president of St. Louis Community College at Meramec, to chancellor of St. Louis Community

bars R. Stevens, secretary of the univer-

lony E. Stevons, vice-president for finance and administration at Trident Technical College, to dean of administration a Johnson & Wales U. John Sullivan, dean of enrollment manage

ment at St. Bonaventure U., to dean of admission and financial aid at College of Saint Blizabeth. Mama C. Whittington, senior vice-president at U. of Pennsylvania, to executive vice-

Chatt G. Wright, president of Hawaii Pacific inced his resignation, effec-U., has announced tive February 29.

Richard G. Younge, medical director at Montestore Family Health Center (New York), to professor and chair of family practice at State U. of New York Health Science Center at Perceivage. Science Center at Brooklyn.

IN THE ASSOCIATIONS

Jill Langaster, director of the resource cen-ter at Association of Conference and Events Directors-International, to executive director. Ronald G. Midkiff, coordinator of the divi-

Ronald G. Midkiff, coordinator of the divi-sion of education at Carson-Newman College, has been named president-elect of Association of Independent Liberal Arts Colleges for Teacher Education. Richard L. Montill, president of U. of Rich-mond, has been elected president of Southern Association of Colleges and Schools

MISCELLANY

Bruce J. Anderson, acting president of Danforth Foundation, to president. Kenneth I. Shine, dean of the school of medicine at U. of California at Los Angeles to president of National Institute of Med

Deaths

Philip J. Basaford, Jr., 44, professor of mi-crobiology at U. of North Carolina at ...Chapel Hill, December 22 in Chapel Hill,

Robert H. Beck, 73, professor emeritus of education at U. of Minnesota, December 31 in Minneapolis.

Louis L. Bennett, 82, former dean of stu-dents at Buruch College of City U. of New York, December 25 in Miami Beach. **Robert Davison. 78.** former head of the Ex on Service at U. of Vermont, De

cember 29 in Burlington, Vt. Robert J. DI Pletro, 59, professor of fingula tics at U. of Delaware. December 20 in Roger A. Freeman, 87, senior fellow emeri-

tus at Hoover Institution of War, Revolu-tion, and Peace at Stanford U., December tabbi Robert Gordia, 83, professor emeritus of Bible and philosophy at Jewish Theological Seminary (N.Y.), January 3

in New York.

John B. Harley, 59, professor of geography at U. of Wisconsin at Milwaukee, Decemaul K. Hartstalf, 86, professor emerilus of French at Marymount U. (Va.). January 3

Clara Howe, 86, former professor of English at Contral State U. (Ohio), October 7 in Downers Grove, III. Shirtey Jenkins, 72, former professor of so-cial work at Columbia U., December 30 in Raiph E. Johnson, 81, former professor of journalism at U. of Kentucky, December 26 in Lexington, Ky.

Muhammed I. Kenyatta, 47, visiting pro-fessor of law at State U. of New York at Buffalo, January 3 in Buffalo, N.Y. Irving B. Kravis, 75, former chairman of mics at U. of Pennsylvania, Janu-

ary 3 in Philadelphia.

Bernard P. McEiroy, 53, professor of Eng. lish at Loyola U. Chicago, December diroharu Noda, 55, professor of optometry at Indiana U., December 22 in Blooming-

Samuel M. Peck, 92, professor emeritus dermatology at Mount Sinui School of Medicine, December 30 in Pulm Beach

Mary F. Rice, Ry. professor emeritus o psychology at College of New Rochelle, December 29 in New Rochelle, N.Y. arounag Tomassian, 81, former professor of mathematics and physics at American
U. of Beirut, December 25 in Watertown Richard Trickey, 67, former professor of art

19 near St. Joseph, Mo.

at U. of Nebraska at Lincoln, December

Gerald L. Zacharlah, 58, vice-president for agriculture and natural resources at U. of

Coming Events

symbol (a) marks items that have not appeared in previous issues of The Chronicle.

22-23: Management. "Strategic Management: Getting Value From Strategic Plan-ning," conference, Conference Board, Walderf-Asteria Hetel, New York, Con-tact: (212) 339-0290, fax (212) 980-7014. 22-24: Computers. "NeXTWORLD Expo-'92." international conference and exposition, NeXTWORLD Maguzine and NeXT Computer Inc., San Francisco. Contact: (508) 879-6700, ext. 450.

22-25: Higher education. Annual meeting.
American Council on Education. Sheraton Washington Hotel, Washington. Contact: Karen Wilson. (202) 939-9410.

23-24: Assessment. "From Theory to Practice: Assessment for Learning." Conference, National-Louis University, Omni-Orrington Hotel. Evansion. III Contact: Carol Eckermann. (800) 44:5522, ext. 5495 or (312) 621-9650. eu. 3416, fux (312) 621-1205.

23-24: Education. "The End of Argument: a Crisis for American Education and Democracy," conference. Bard College. Annundate-on-Hudson, N.Y. Conset: Judi Smith, (914) 758-7484.

Annundule-on-Hudson, N.Y. Conag: Judi Smith, (914) 758-7484. 23-24: Fund rolaing. "Morketing and Solic-lting Major Planned Ciffs," workshop, Council for Advancement and Support Education, Wyndham Harbour Island Hotel, Tampu, Fla. Contact: (202) 128-5000. 23-24: Institutional advancement. "Pro-

d-29; manuscount auvanuoment, 170-jecling a Positive Image: the Media and Your Messaue." workshop, National Ed-ucation Institutes, Washington, Conlact: NEJ, (301) 871-9422,

23-25: Learning. International symposium on self-directed learning, University of

CONFERENCES

Foundation for Critical Thinking CHICAGO · DALLAS · MI

National Council for Excellence in Critical Thinking



OS ANGELES • DENVER • PITTSBURGH • SEATTLE

ritical Ihinking

Teaching Strategies Institutes In Every Region of the Country

The Problems of Higher Education

The glut of information, the growth of interdisciplinary examples, tactics and disinformation, the acceleration of change, the expansion of specialization, the threat of fragmentation, the ever more subtle and complicated struggle for survival: economically, politically, socially, and morally—the modern world poses grave challenges, students think more, how to cultivate critifor higher education today. The old teading and writing, how to require for higher education today. The old lecture-for-recall method of institic tion is clearly inadequate it does not lead to independent, princal thought. It does not cultivate historical, and rope to focus on concepts with high generalizability to foster subject matter insights, how to foster product in the more writing yet do less grading, how to foster grading not concepts with high generalizability in the more writing yet do less grading, how to foster product in the more writing yet do less grading, how to foster product in the more writing yet do less grading, how to foster product in the more writing yet do less grading in the

strategies for teaching, modes of evaluation and assessment, and the redesign of courses, majors, and programs.

Where do they lead?

You will begin to see; how to cover less so students learn more, how to speak less so

There is a solution for those of us who teach though not a simple one. It is found in the art of critical thinking as a foundation for both our teaching and our students' learning.

What the Institutes emphasize.

The Institutes emphasize, the basic concepts of critical thinking, teaching strategies that discipline the mind, the mastery of content, the establishment of intellectual standards, the art of Socratic questioning, application to reading and writing, critical fainting and standards.

Two Day Regional Institutes on Critical Thinking Teaching Strategies

Southeast MTAMI: Jan. 29-30, 1992 Onni International Hotel

New England BOSTON: Feb. 1-2, 1992 Logan International Hotel

Southwest LOS ANGELES: Feb. 22-23, 1992 Marriott-Morina del Rey

Rocky Mountain DENVER: March 28-29, 1992 Sheraton Denvor Airport Hotel

Mid-Atlantic PITTSBURGH: April 25-26, 1992 Holiday Inn at Intl. Airport **

Northwest : SEATTLE: May 16-17, 1992 Sea Tac Holiday Inn 💮

Reservations Send check or purchase order payable to the Foundation for Critical Thinking 4555 Sonoma Mountain Road Santa Ross, CA 95404

> Single \$195/person 40r more: \$175/person

For further information (707) 664–2940

Registration is limited CHICAGO • DALLAS • MIAMI • BOSTON • LOS ANGELES • DENVER • PITTSBURGH • SEATILE

Oklahoma and other sponsors, Buch Ra-

ollahoma and other special jon. Fla. Contact: Huey B. Long. (405) joj. 1080, fax (405) 325-2620. joj. Affean-American atudies. "African-32-88: African-American atudies. "AfricanAmerican Communities: Witnesses to
Culural Surviving." Zoru Neule Hurston
Festival of the Arts and Humanities, Association to Preserve the Entonville Community. Entonville. Flu. Contact: P.C.,
Box 2586. Entonville, Flu. 32751.

34: Employment and facilities. "Drive-In
Workshop on Fair Labor Standards Act,
and Americans With Dhaubilities. Act,
Central Association of College and University Business Officers, De Paul University Business Officers, De Paul University Business Officers.

versity Business Officers, 152 and Salamazoo Col-lege, Kalamazoo, Mich. Contnet: Wayne Warnecke, (414) 565-1213. fax (414) 565-

w international aducation. "The Educa-

24: International education. "The Editicational System of Norway," workshop, work Shop, World Education Services, New York, Contact: Robert Hunter, (212) 966-6311, fax (212) 966-6395.

24: Mathematics, Math workshop, Addison-Wesley Publishing Company, Georgia State University, Atlanta, Contact: Addison-Wesley, (617) 944-3780.

Addison-Wesley, (617) 944-37(8).
24-28: College unions. "A Seminar for New Professionals," Association of College Unions-International, Suffolk University, Boston, Contact: Marsha Herman-Betzen, (812) 332-8017.
14-28: Mathematics, Math workshop, Addison-Wesley Buddish Publishing Communications. dison-Wesley Publishing Company, Gresham, Ore. Contact: Addison-Wes-ley. (617) 944-3700.

ley. (617) 944-3700.
24-25: Politics and art. "The Politics and Imagery of Terrorism." symposium. Maryland Institute College of Art. Bultimore. Contact: Office of Continuing Stuides, (410) 225-2219.

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24-28: Writing, "Writing Across the Cu nculum: Workshops on Program Plan-ning and Teacher Training," Troy State University, Troy, Ala. Contact: Joan Word, (205) 670-3349.

18: Mathematica, Muth workshop, Addion-Wesley Publishing Company. Broward Community College, Fort I auderdale, Fla. Contact: Addison-Wesley, 1617) 944-3700.

28-28: Community colleges. "Lendership and Technology to Manage the Effective-ness Challenge: What's Working and what Property of the College of the College and Challenge: What's Working and What Does the Puture Hold?" winter in state, Community College Consorthan and Consortium for Institutional Lifeciveness and Student Success in the Com-munity College, Jacksonville, 1-in. Con-tet: Linda Rayle, (313) 747-1973. 28-29 Susinos education, "New Deans Seminar," seminur. American Assembly of Colleginte Schools of Business, Den-Ver. Contact: AACSB. (314) 872-8481. 26-29: Institutional advancement. District Conference, Council for Advancement and Support of Education, Parc Onkland Hotel, Oakland, Cul. Contact: CASE. (202) 328-5900.

221 Employment and facilities. "Drive-In Workshop on Pair Labor Standards Act and Americans With Disabilities Act." Central Association of College and University Business Officers, Induanapolis: Manhattan, Kon.; and St. Paul. Contact: Wayne Warnecke, (414) 565-1213, fax (414) 565-1206.

courses, College Survival Inc., Houston, Contact: csi. (800) 528-8323, fax (605)

27-29: Cooperative education. "The Cater-Development Process: Enhancing Student Options." training program. Northeastern University. Clearwater Beach, Pla. Contact: Donna Daylor. (617) 437-3774, fax (617) 437-3402.
27-28: Rand raising. "Sessinging a Planned. 27-29: Rand relising. "Designing a Planned-Glving Program." Seminar, National Planned Giving Institute. Prench Quarter Suites Hotel, Memphis. Contact: Special (901) 767-2330 or (800) 238-3253, fax (901)

(801) 767-2330 or (800) 238-3253, fax 1901) 761-258.
27-26: Rund raising. "Effective Market Research," workshop, Council for Advancement and Support of Education. Wyndham Harbour Island Hotel. Tampa. Fla. Contact: Case, (202) 328-5900.
27-29: Student loans. "Student-Loan Management and Collections," workshop. National Association of College and University Business Officers and National Association of Student Financial Aid Administrators. Monterey. Cal. Contact: NACUBO. (202) 861-2520.
28-20: Personnel. "Instructor-Interview Schinar," SRI Gallup, Lincoln. Neb. Contact: Cheryl T. Beamer. (800) 288-892 or (402) 489-9000.
28. Employment and facilities. "Drive-In Workshop on Fair Labor Standards Act." Ciginal Association of Ciginal Association of Ciginal Association of Ciginal Association of Contact."

and Americans With Disabilities Act." Central Association of College and Uni

29: Students. Seminar on student-success courses, College Survival Inc., Miami. Contact: CSI, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-

 Rapid City, S.D. 37-02-347; (800) 528-8323, fax (605) 343-7553.
 29-30: Griffoat thinking, "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Miami. Contact: Center for Critical Thinking, Sonoma State University, Robnert Park, Cal. 94923; (707) 664-2940. 29-31: Alumni. Institute for senior alumni

professionals, Council for Advancemen and Support of Education, Wyndhan Harbour Island Hotel, Tampa, Fla. Contact: (ASF, (202) 328-5900. 29-31: Fund raising, "Marketing Planned Gifts," seminar, National Planned Giving Institute, French Quarter Suites Hotel Memphis, Contact: 8401, Robert F. Sharpe and Company, 5050 Poplar Ave-nue, Memphis 38157-1212; (901) 767-2330

30-31: Legal lauses. "Labor and Employ-ment Law," conference, Stetson Univeror (800) 238-3253, fax (901) 761-4268.

versity Business Officers, Ankeny, Iowa; Columbus. Ohio; Rolla, Mo.; and Whitewater, Wis. Contact: Wayne War-necke. (414) 565-1213, fax (414) 565-1206. tration," training program, Nationa Council of University Research Adminis trators. Las Vegus. Contact: NCURA, Suite 220, One Dupont Circle. Washington 20036: (202) 466-3894.

29-February 1: Continuing education.
"Crutting Partnerships for Learning." division conference, National University Continuing Education Association, Sheraton Yankee Truder Hotel, Fort Lander-dale, Fla. Contact: Al Henderson, (404) 542-2237, Joe Segilia, (602) 621-7724, or Ann Weinberg, NUCEA, Suite 615, One Dupont Circle, Washington 20036; (202)

30-31: Admissions. "Designing a Market-ing Plan to Recruit Gradunte Students." workshop, Graduate and Professional School Enrollment Management Corpo-ration, Nushville, Contact: Hannuh Prosser, GAPSEMC, 7416 Rolling River Parkway, Nashville 37221; (800) 524-6673 or (615) 662-2720.

sity, St. Petersburg, Fla. Contact: Alice Ruffner, Conference Coordinator, Stetson University College of Law, 1401 614 Street South, St. Petersburg, Fla. 33707 (813) 345-1121, ext. 312.

30-31: Recruitment, "Successful Market-Research Techniques and Their Use in Student Recruitment," workshop, Council for Advancement and Support of Edu-cation, Stouffer Harborplace Hotel, Bal-timore, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-

O-February 1: Critical thinking. "Instruc-tional Applications of Critical Thinking." conference, Miami-Dade Communit College, Miami. Contact: Ted Levitt, Mi ami-Dade Community College, Wolfsor Campus, 300 N.E. Second Avenue, Mi ami 33132-2297; (305) 347-3675. -February 1: Ethica. "Ethics and the Pro-

fessions," conference, University of Florida, Gainesville, Fla. Contact: Center for Applied Philosophy, 243 Dauer Hall, University of Florida, Gainesville,

"Study Abroad: the Globul Reality," conference, College Consortium for International Studies, Embassy Suites Hotel, Orlando, Fla. Contact: ccis, Suite 203B, 301 Oxford Valley Road, Yardley.

Pa. 19067; (215) 493-4224. 32: Employment and facilities. "Drive in Workshop on Fair Labor Standards Act," and Americans With Disabilities Act." Central Association of College and University Business Officers, Augustana College, Sioux Falls, S.D. Contact: Wayne Warnecke, (414) 565-1213, fax

(414) 565-1206.

31: Families. "Functional Family Therapy—Treating Families With Troubled Adolescents." institute, University of Contests of Adolescents. Georgia, Athens, Oa. Contact: Norma Reed. (404) 542-2241.

Reed. (404) 542-2241.
31-February 1: Philosophy. Regional meeting. Society of Christian Philosophers.
Fuller Theological Seminary. Passudena.
Cal. Contact: Daniel A. Campana, Department of Philosophy and Religion.
University of La Verne, 1950 Third Street. La Verne, Cal. 91750.
Continued on Following Page

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CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

OF THE HEART COLORES

COLORS

COLORS OF THE HEART: **BUILDING COMMUNITY,**

CARING FOR SELF Colores Del Corazon. Construyendo Comunidades, Culdando a si mismo March 4-7, 1992 ■ San Antonio, Texas

THE NATIONAL ASSOCIATION

(formerly NAWDAC)

FOR WOMEN IN EDUCATION

CORAZÓN

DEL

• Mary Berry: Professor of American Social Thought, Former Commissioner of the U.S. Commission on Civil Rights • Molly Ivins: Columnist, Political Satirist, Author of Molly Ivins Can't

Say That, Can She? • Rayna Green: Writer, Scholar, Public Servant, Native American

Activist and Museum Curator Margaret E. Montoya: Legal Counsel, University of New Mexico, Expert Affirmative Action Sexual Harassment and

Plus 50 program sessions and three special Workshops Planning for Your Retirement . Valuing Diversity: A Model for Staff, Faculty, Students . Breaking the Silence: Building

Community With Our Gay and Lesbian Colleagues Visits to the institute of Texan Cultures, the Mexican Cultural institute, the LBJ Library and Museum, the Folk Art Collections of River City

Call or Write: The National Association for Women in Education 1325 18th Street, N.W., Suite 210, Washington, D.C. 20036 (202) 659-9330 FAX (202) 457-0946

Association for Death Education and Counseling

ADEC's 14th Annual Conference Boston, MA • March 6-8, 1992

THEME: "Catastrophic Loss: Global and Personal - Making a Difference"

Keynote Speakers: Dr. Howard Clinebell, Jr. - Topic: Confronting Global

Dr. Robert Coles - Topic: The Child and the Family Dr. Beverly Raphael - Topic: Psychological Trauma: Therapeutic Intervention

 Invited paper and roundtable presentations. Exhibits of books, media, and resource materials.

Preconference Programs: March 4-5, 1992

The ADEC Education Institute will be offering preconference professional development certification courses and workshops. CEUs for the conference, workshops and certification courses will be available.

For further information contact: Sue Berry, ADEC, Dept. PE, 638 Prospect Avenue, Hartford, CT 06105-4298. Telephone: (203) 232-4825 or FAX: (203) 232-0819.

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15th Annual Conference on International Education

February 23 - 26, 1992 Westin South Coast Plaza in Costa Mesa, California

"INTERNATIONALIZING THE COMMUNITY COLLEGE: PUTTING IT ALL TOGETHER"

The conference will feature plenary presentations and 42 small group sessions. All will address the state of the art in international education. Program tracks are included for trustees, faculty and administrators.

PRESENTED BY The Community Colleges for International Development, Inc.

FOR INFORMATION WRITE OR CALL: CCID 🗆 1519 Clearlake Road, 🗆 Cocoa, FL 32922 (407) 631-3784 □ FAX: 407-639-0078

CALL FOR PAPERS/REGISTRATIONS

University of Florida Winter Conference For Faculty, Administrators, and Staff

16th Annual Conference

"Successful College Teaching and Administration" March 1-4, 1992 • Sheraton Plaza Hotel • Orlando, Florida Theme "Meeting Students' Needs in the Nineties"

Featured speakers: Dr. Patsy Fulton, Chancellor, Oakland Community College, Bloomfield Hills, MI Dr. Mary Ellen Gleason-Weimer, Associate Director for the National Center on

Postsecondary Teaching, Learning, and Assessment and Editor of The Teaching. Dr. Michael Mezack, Director of the Division of Continuing Education and Associate Professor of Education, Texas Tech University

tional Leadership, University of Florida Dr. Albert B. Smith, Professor and Coordinator, Higher Education Program,

Texas Tech University Dr. George B. Vaughn, Professor of Educational Leadership, University of Florida Dr. James L. Wattenbarger, Professor and Director, Institute of Higher Educa-

tion, University of Florida Sponsored by:

The University of Florida's Institute of Higher Education and the Division of Continuing Education and the Texas Tech University's Higher Education Program and Division of Continuing Education.

For brochures and further information contact: College Teaching/Administration Conference Division of Continuing Education 2207 NW 13 Street

Geinesville, Florida 32609 (904) 392-1701

2-4: Multicultural Issues. "Multicultural Concerns," conference. Southern Regional Faculty and Instructional Development Consortium. Athens. Ga. Contact: Frank Gillecpie, (404) 542-1355.

3-5: Institutional advancement. District Conference. Council for Advancement and Support of Education, Buston. Contact: (202) 328-5900.

3-4: Faculty. "Evaluating College Faculty." seminar. Kansas State University, Orlando, Fla. Contact: (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

Deadlines

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIPS

February 1: American studies. Applications for short-term fellowships for resident followships in American history and cul-

ture. Contact: Jumes Green, Curator, Library Company of Philudelphia. (215) 546-3181, fax (215) 546-5167.

Fobruary 1: Computers and chemistry. Applications for Project SERAPHUM SUMMER fellowships for faculty members interested in developing computers related edition. renowships for faculty members interested in developing computer-related educational materials. Contact: John W. Moore, Department of Chemistry, University of Wisconsin, 1101 University Avenue, Madison, Wis. 53706; (608) 262-0381.

0381.

February 1: Cultural studies. Applications for Arturo Schomburg Fellowships in Cultural Studies. Contact: Paul Sherwin, Dean of Humanities. City College of New York. (212) 690-8166.

February 1: Cultural studies. Applications for Rockefeller Foundation fellowships. Contact: James Clifford, Director, Center for Cultural Studies. University of California, Oakes College, Santa Cruz. Cal. 95063; (408) 459-4899.

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February 1: Education. Applications for postdoctoral fellowships for research at the Educational Testing Service. Contact: Margaret B. Lumb, Mull Stop 30-B. Educational Testing Service, Princeton, N.J. 08541-0001; (609) 734-1124.
 February 1: Education. Applications for participation in the visiting-scholar proparticipation in the visiting-scholar proparticipation in the visiting-scholar proparational Progress. Contact: Margaret B. Lumb, Mull Stop 30-B. Educational Testing Service, Princeton, N.J. 08541-0001; (609) 734-1124.

(009) 734-1124.

February 1: Human genome. Applications for Human Genome Distinguished Post-doctoral Fellowships, sponsored by the Department of Energy. Contact: Science/Engineering Education Division. Oak Ridge Associated Universities, P.O. Box 117, Oak Ridge, Tenn. 37831-0117; (615) 576-4805.

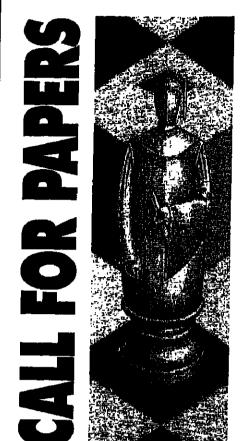
February 1: International studies. Applica

shuary de international studies. Applica-tions for Rockefeller Foundation fellow-ships. Contact: institute on Culture and Consciousness in South Asia, University of Chicago, Pick 422, 5828 South University Avenue, Chicago 60637.
February 1: Medical humanities, Nomine

■ February 1: Medical humanities. Nominations by institutions of health professionals, scholars, and scientists for awards for studies in medical humanities. Contact: Charles B. Cuipeper Foundation. Financial Centre, Suite 404, 695 East (Main Street, Stamford, Conn. 06901.

■ February 1: Minorities. Applications from women of American Indian heritage for graduate fellowships. Contact: McKnickle Center for the History of the American Indian, Newberry Library, 60 West Walton Street, Chicago 60610. February 1: Solence. Applications from U.S. scientists for fellowships for collaborative work with Indian scientists in India. Contact: Jeanine M. Daniels, Acadelyny for Educational Development, 1255 23rd Street, N.W., Washington 20037; (202) 862-1900.

(202) 862-1900. Continued on Page A46 WORKSHOPS, CALLS FOR PAPERS



announces a

Summer Institute on

June 8 - July 10, 1992

on the campus of

The Johns Hopkins University

Baltimore, Maryland

The five-week Institute's faculty will include: Teofilo Ruiz (Brooklyn

College); Julian Granberry (Phileas Society); John Fleming (Princeton

University); Elizabeth Boone (Dumbarton Oaks); Walter Mignolo

(University); Edizabeth Boone (Dumbarton Oaks); Walter Mignolo (University of Michigan); J. Jorge Klor de Alva (Princeton University); Douglas Ubelaker (Smithsonian Institution); Peter Mathews (Calgary University); Regina Harrison (Bates College); and Sara Castro-Klaren (The Johns Hopkins University).

For further information, write or call

Dr. Florence Starr Hesler and

Dr. George L. Scheper, Directors Community College Humanities Association

c/o Community College of Philadelphia
1700 Spring Garden Street
Philadelphia, PA 19130
Telephone: (215) 751-8860 • Fax: (215) 751-8935

TEXTS OF THE PRE-COLUMBIAN/SPANISH ENCOUNTERS, 1492 - 1650

THE 1992 CONFERENCE ON STUDENT SUCCESS COURSES NOVEMBER 1-4, 1992 • CHICAGO, ILLINOIS

The 1992 Conference on Student Success Courses is your opportunity to explore exemplary student success courses as offered at a wide variety of educational institutions.

The conference will be focused on the planning, implementation, and presentation of courses designed to improve student performance and retention. John Gardner, Francine McNairy, Sharon Thomas, and Dave Ellis will be the plenary session speakers.

Proposals are welcome on such topics as course research, multicultural student populations, nontraditional student needs, critical thinking, career planning, learning styles, substance abuse education, course promotion.

teacher recruitment and training, large group presentations, multi-section course management, creative ideas for communicating success strategies, and related themes.

For presentation proposal criteria or more information, call or write:

> College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323 FAX 1-605-343-7553

The Community College Humanities Association The Community College Humanities Association National Endowment for the Humanities announces a

National Endowment for the Humanities Summer Institute on

THE GREEK CHARACTER: WARRIOR, CITIZEN AND THINKER

May 31 - June 26, 1992 on the campus of Georgetown University Washington, D.C.

The scholar-in-residence is *Bernard Knox*, Director Emeritus of the Center for Hellenic Studies. Other major faculty include Barry S. Strauss, historian, Cornell University; and Carl A. Rubino, philosopher, Hamilton College. Visiting lecturers will include Shella Murnaghan, University of Pennsylvania; Katherine Callen King, UCLA; Brook Manville, an independent scholar; and Nancy Sheman, Georgetown University.

For further information, write or call

Dr. Lyle E. Linville, Director Community College Humanities Association c/o Community College of Philadelphia 1700 Spring Garden Street
Philadelphia, PA 19130
Telephone: (215) 751-8860 • Fax: (215) 751-8935

CALL FOR PAPERS

ISSUES & INQUIRY in College Learning and Teaching

H FORWERLY THE JOURNAL OF PROFESSIONAL STUDIES ...

We would like manuscripts from the innovators who have positive, tested ideas We would like manuscripts from the innovators who have positive, tested ideas about enhancing teaching and learning in higher education. Project descriptions, position or research papers accepted for review. Manuscripts without "acadenese" preferred for this refereed journal. No more than 15 double-spaced pages. APA style. Submit 3 copies with \$5 fee (payable to lause of laguary) to: Sally Knight, Managing Editor, PCIE Offices, Eastern Michigan University, Ypsilanti, MI 48197. For Author's Information/Guidelines packet, please write to the above address.

DBADLINES: Winter 11-18-91; Spring/Summer 2-14-92; Pell 5-26-92

NEW ISSUES "NEXT STEP" WORKSHOP February 13-17, 1992

For Women Administrators in Higher Education -Whose Next Career Step Could Be The CEO Position

For information and applications contact:

National Institute For Leadership Development 3889 E. Thomas Road Phoenix, AZ 85018 (602) 223-4290

CONFERENCES, WORKSHOPS

HARVARD UNIVERSITY

INSTITUTE FOR THE MANAGEMENT OF LIFELONG EDUCATION

MLE

June 7 - 19

MLE is an intensive, residential program for 75 experienced administrators, all of whom lead organizations that deliver educational programs to adults. Some are presidents and academic deans of schools with significant adult populations; others are deans and directors of continuing education programs. Participants also come from professional associations, business, government, community agencies, and the military.

The program is a lively, stimulating forum for ideas that can be put to use in creating new programs or improving existing programs. The formal curriculum examines three broad areas: (1) the adult as a developing and learning person; (2) organizational strategy—marketing, finance, and planning; and (3) leadership and organizational change.

14th annual program. Application deadline: April 1

MANAGEMENT DEVELOPMENT PROGRAM

MDP

June 21 - July 3

MDP is an intensive, residential program for 95 mid-career administrators in higher education. The goal of the program is to prepare these men and women to develop resourceful solutions to the problems they are likely to encounter as they grow with their institutions.

Most participants hold the title of chairperson, director, dean, or associate dean. About half hold positions in academic administration; the others are broadly distributed across the major non-academic

Topics include: personnel policy and administration. financial management, human resource management, law and higher education, strategic planning, marketing, and small group leadership.

7th annual program. Application deadline: March 15

INSTITUTE FOR EDUCATIONAL MANAGEMENT

IEM

July 5 - 31

IEM is designed for 95 senior-level administrators in higher education, most of whom are presidents, vice presidents, chancellors, provosts, or deans of major campus units. This four-week residential program examines critical issues in the management of colleges and universities.

The curriculum takes the perspective of the senior administrator, whose responsibility and authority shape institutional policy. Topics include: leadership, financial management, human resources, service delivery, law and higher education, campus community, strategic planning, crisis management, and institutional vision. Constantly updated curriculum materials including the Harvard case method-ensure that the program is relevant to emerging campus issues.

23rd annual program. Application deadline: April 1

Mailing address: (name of program), 339C Gutman Library, Harvard Graduate School of Education, Cambridge, MA 02138 phone: 617-495-3572 fax: 617-496-8051

Faculty Evaluation and Development Seminars

Evaluating College Faculty

Topics: Issues related to personnel decisions, including merit pay: evaluation procedures; and sources of data to evaluate teaching, research, service, advising, and professional competence and behavior.

February 3-4, 1992 Orlando, FL March 11-12, 1992 Denver, CO

Understanding and Dealing with Difficult Faculty

Topics: Understanding yourself, analyzing difficult faculty, the do's and don't's of dealing with difficult faculty, and when all else fails. March 13-14, 1992 Denver, CO

Improving Coilege Teaching

Topics: Identifying models of effective teaching; developing course goals: improving classical leaching approaches, e.g., lectures and discussions, as well as newer approaches to teaching, e.g., simulations.

March 16-17, 1992 Denver, CO

For the seminar brochure or additional information contact: 1991-1992 Seminar Series Center for Faculty Evaluation and Development Kansas State University 1615 Anderson Avenue Manhattan, KS 66502-1604 Telephone: 1-800-255-2757 or (913) 532-5970 FAX: 913-532-5637

Teaching Thinking and Problem

Solving Topics: Teaching of higher-order thinking, identifying student thinking skills, reasoning strategies, sources of errors, and techniques for enhancing thinking

March 18-19, 1992 Denver, CO

Improving College Testing Topics: Using tests to guide student learning efforts, test planning, writing and analyzing "objective" items, and designing essay and other performance

Denver, CO March 20, 1992

center for

AGEI

Association for General Education International

5 - 8 March 1992

Multiculturalism and Education: The Way Ahead

Plenary Speakers:

Dinesh D'Souza Leon Botstein Franklyn Jenifer Charles Karelis Carlos Cortes Parminder Bhachu

■ Multicultural Education and Ethnicity

■ Making Multicultural Education Effective ■ Women's Studies: A Positive Approach

■ Multicultural Studies: Education or Indoctrination?

m: The carry rear ■ Multiculturalism: Visual Perspectives

■ International Initiatives in General Education

Publication of selected papers.

Proposals for sessions or papers (closing date 24 January 1992), requests for conference information and information about publication in Studies in Culture, Education and Curriculum should

> AGEI Academic Core Programs The University of North Texas Denton, TX 76203-5187 Tel: 817-565-3305 Fax: 817-565-4517



Deadlines

Continued From Page A44
February 1: Women's studies. Applications for Rockefeller Foundation fellowships. Contact: Sharon Willis, Susan B. Antho-Ly Center for Women's Studies. University of Rochester, 538 Lattimore Hall, Rochester, N.Y. 14627; (716) 275-8318.

February 3: Arta and humanillos. Applica-tions for short-term visiting fellowships. Contact: Librarian, Houghton Library, Harvard University, Combridge, Mass. 02138.

_ ARANTS

■ February 1: Science education. Applica-tions for grants under the Informal Science Education Program, Contact: Informal Science Education Program, Room 635, National Science Foundation, 1800 G Street, N.W., Washington 20550; (202) 157, 702.

February 7: Environment. Applications for rebruary 7: Environment, Applications for cooperative agreements or grants for projects in environmental education as specified in Section 6 of the National Environmental Education Act. Contact: (703) 847-3036 between 1:80 and 5:80 p.m., Eastern Standard Time. (For further information, see Federal Register, December 10, Pages 64,513-4.)
Fobruary 14: Tochnology and ethics. Applications for grants for on-campus lectures. Contact: GIT Corporation Lectureship 4F-94rogram, P.O. Box 6317, Princeton, N.J. (8541-6317; (609) 951-6507.

INSTITUTES, WORKSHOPS

January 31: Legal studies, Applications for participation in the lavitational confer-ence of the American Bar Association's Commission Commission on College and University Nonprofessional Legal Studies. Beyond Our Borders: Global Themes in Legal Studies." to be held in April in Ryc, N.Y.

Studies." to be held in April in Ryc, N.Y. Contact: John Paul Ryan, Ana Commission on College and University Nonprofessional Legal Studies, 541 North Fairbanks Court, Chicago 60611-3314.

Fobruary 1: Maritime studies. Applications for participation in a summer institute, "Early Modern Maritime History," Contact: John Carter Brown Library, Box 1894, Providence, R.I. 02912.

February 14: General education, Applica-

February 14: General education. Applica-tions for participation in the Asheville Institute on General Education, to be held in June in Asheville, N.C. Contact: Office of Programs, Association of American Colleges, 1818 R Street, N.W., Washington 20009; (202) 387-3760.

February 1: Academic edvising. Proposals on the theme "The Challenge of Change: Empowering Students Through Academic Advising," for presentations at the conference of the National Academic Advising Association, to be held in October in Atlanta, Contact: Cathey Eves-Ringstaff, College of Arts and Sciences, Georgia State University, University Plaza, Atlanta 30303-3088; (404) 651-2291.

February 1: American studies. Proposals on the theme "Multiculturalism and the the theme "Multiculturalism and the Americas." for possible presentations at the unnual spring conference of the New England American Studies Association, to be held in April in Boston. Contact: Lois Rudnick, American Studies Program. University of Massachusetts, Harbor Campus. Boston 02125.

February 1: American studies. Proposula 1977 the theme "Oh Brave New World: "Discovery and Rediscovery in American Culture." for presentations at a conference of the Great Lakes American Studies Association, to be held in April in

les Association, to be held in April in Ohio, Contact: William E, Grant or Philip G. Terrie, American Culture Studies Program, Bowling Green State University, Bowling Green, Ohio 43403.

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Yekruary 1: Assessment. Proposals on the theme "Classroom Research and Classroom Assessment: Lessons From Success and Promising New Directions," for possible presentation at a conference, to be held in July in Berkeley, Cal. Contact; Faye Bishop, Education Department, University of California Berkeley Extension, 2223 Fulton Street, Herkeley, Cal. 94720; (S10) 642-171, fax (S10) 643-8683. Fobruary 1: Behavioral and social celences. Proposals for possible presentaences. Proposals for possible presenta-tions at the meeting of CHERON: the In-ternational Society for the History of Be-

National Conference on College Teaching and Learning

APRIL 9 - 11, 1992 - OMNI Hotel - Jacksonville, Florida "Improving Teaching and Learning In the College Classroom"

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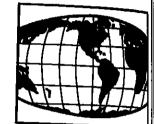
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Power, Peace and War: A Clausewitzian Approach to the 19th and 20th Century June 22 - 26 David Raiston

Literature and Ethical Values June 22 - 26 Alvin Kibel

Cognitive Views of Second Language
Acquisition: New Insights for
Language Teaching & Computer Aided Instruction July 13 - 17 Suzanne Flynn,

The Literature of Leadership

June 22 - 26 Michael Kaufman Changing Concepts of Race in

America June 15 - 14 Robin Kılson Surveillance and Society

June 8 - 12 Gary Mark Teaching Basic Musicianship A Reflective Practicum in the

New Uses of the Computer August 17 - 21 Jeanne Ramberger The Jazz Experience: lezz, the Arts and American Culture

Ninja Turtles, the Macho King, & Madonna's Navel: faking Popular Culture Seriously June 8 - 12 Henry Jentuns

July 13 - 17 Mark Harvey

1992 and Global Political Change June 22 - 26 William Griffith

Science Policy: What is it and Who Needs 11? July 6 - 10 Leon Trilling. Eugene Skolnik oft

Narrative Storytelling for Film and Video July 6 - 15 Christopher Thornton

Shakespeare Contemporary Perspectives July 13 - 17 Peter Donaldson

Women and Work: What Difference Does Gender Make? June 15-19 Isabelle de Courtivron

Enhancing America's Performance June 15 - 19 Richard Vallely

Building Communities that Work: Understanding the Link Between Power and Culture July 6 - 10 Mel King, Antonia Darder

August 17-21 Martin Marks

Modem Dance: An Approach to Body Awareness June 15–19 Beth Soll

Contemporary France: Myth and Reality July 20 - 24 Avagail Vicente

Ethical Conflicts in Recent American Science June 8 - 12 Charles Weiner

n information contact: MIT Summer Session, E19-356, Cambridge, MA 02139, (617) 253-2101 FAX (617) 253-8042

havioral and Social Sciences, to be held in June in Windsor, Ontario. Contact: Nancy K. Innis, Department of Psychology, University of Western Onlario, London, Ontario N6A 5C2; (519) 661-3686.
February 1: Curriculum. Abstracts of pa pers on the theme "Internationalizing the Curriculum" for possible presentation a a conference, to be held in April in Padu-cah, Ky. Contact: Celia Wall, Center for International Programs, Murray State University, Murray, Ky. 42071; (502) 762-4152, fax (502) 762-4411.

Fobruary 1: Literature and science, Pro-posals for possible presentations at the annual meeting of the Society for Literature and Science, to be held in October i Atlanta, Contact: Pamela Gossin, Histo ry of Science Department, 601 Elm Room 622, University of Oklahoma, Norman, Okla, 73019.

ebruary 1: Personnel. Proposals for possible presentations at the annual conven-tion of the College and University Per-sonnel Association, to be held in Novem-her in Philadelphia. Contact: Lucia Cretella, (202) 429-0311, ext. 12.

February 1: Virginia Woolf. Proposuls on the theme "Virginia Woolf: Themes and Variations" for possible presentations at a conference, to be held in June in New Huven, Conn. Contact: Vara Neverow-Turk. Department of English, Southern Connecticut State University, New Haven, Conn. 06515.

February 1: William Inge. Proposals on the theme "The Psychological and Social Is-sues in the Plays and Films of William Inge and His Contemporaries" for possiinge and Fits Contemporaries for possi-ble presentations at the annual William Inge Festival and Conference, to be held in April in Independence, Kan, Contact: Jill Warford, Artistic Director, William Inge Festival XI, Independence Commi mty College, P.O. Box 708, Independ ence, Ran. 67301-0708.

ebruary 1: Women. Proposals on the theme "Transformations: Women, Gender, Power," for presentations at the Berk-shire Conference on the History of Wom-

CALLS FOR PAPERS

CALL FOR PROPOSALS for the initional conference of the

National Council on Community Services & Continuing Education October 10-14, 1992

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service organizations, as well as health educators, and graduate students.

listed above; phone (808) 956-8267 or fax (808) 956-4585.

en, to be held in June 1993 in Poughkeep-sie, N.Y. Contact: Elaine Abelson, New School for Social Research, Eugene Lang College, 65 West 11th Street, New York 10011 (for U.S. topics) or Margaret Hunt.
Amherst College 2254, Box 5000, Amherst, Mass. 01002 (for non-U.S. topics).

February 3: Higher education. Proposals

DITOR Corbin Gwaltney

for possible presentations at a national conference on racial and ethnic relations

in American higher education, to be held

in American higher education, to be held in June in San Francisco. Contact: Maggie Abudu, Southwest Center for Human Relations Studies, University of Oklahoma, Suite 500, 1610 Asp Avenue, Norman, Okla, 73037-0003.

Fabruary 3: Interdisciplinary programs. Abstracts of papers for possible presentation at a nutional conference on non-traditional and interdisciplinary programs, to be held in May in Virginia Beach. Contact: Sully Reithlingshoefer, Associate Vice-President for Administration and Professional Development, Center for

Professional Development, Center for Professional Development, George Mason University, Fairfax, Va. 22030-4444; (703) 993-2109, fax (703) 993-2098.

February 3: Environmental studies. Papers

on the theme "Remote Sensing for Ma-rine and Coastal Environments: Needs and Solutions for Pollution Monitoring, Control, and Abatement." for possible

presentation at a conference, to be held in June in New Orleans. Contact: Robert H. Rogers, ERIM, P.O. Box 134001, Ann Ar-

bor, Mich. 48113-4001; (313) 994-1200, ext. 3234, (ax (313) 994-5123.

February 10: Education, Proposals on the theme "Creating the Quality School," for

possible presentations at a conference to be held in March and April in Norman

Okla. Contact: Edward Chance, Director, Center for the Study of Small/Rural

Schools, University of Oklahoma, 555
Constitution, Norman, Okla, 73037-0005;
(405) 325-1711, fax (405) 325-1824.

Intercultural programs. Proposals on the theme "Strategies for Cross-Cultural Communication in the New Information Ann. Communication in the New Information Communication in the New Information Ann. Communication in the New Information

Age: Continuity, Change, and Innova-tion," for possible presentations at the congress of the International Society for

Intercultural Education Training and Research, to be held in May in Jamaica.
Contact: SIETAR, 733 15th Street, N.W.,
Washington 20009; (202) 737-5000.

February 1: Nursing and anthropology. Research by students demonstrating an integration of nursing and anthropology for consideration for awards from the Transcultural Nursing Society and the Council on Nursing and Anthropology. Contact: Kutherine Kelly, Secretary, Transcultural Nursing Society, 32 Woodland Avenue, Salem, N. H. 03079.

February 3: Humanities. Applications from institutions seeking to serve as hosts to

Rockefeller Foundation fellows in the hu-

numities. Contact: Humanities Fellow-ships, Ruckefeller Foundation, Arts and Humanities Division, 1133 Avenue of the Americas. New York 10036.

Languages. Applications from Institutions for participation in the Foreign Language

Teaching Assistant Program, which brings Austrian, Belgian, Chinese, French, German, Italian, and Mexican

university students or young teachers to

the United States to study and serve as Innounce charge to study and serve as innguage-teaching assistants. Contact: Luisa Guerriera, Institute of Internation-al Education, 809 United Nations Plaza, New York 10017; (212) 984-5494.

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However, it is also appropriate for cross-cultural trainers. Examples will be drawn from the health field. Enrollment is limited to 30 participants. For further information, contact the Institute Coordinator at the address